

MANCHESTER
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The University of Manchester

SIXWAYS
to wellbeing

WELLBEING



WELLBEING STRATEGY

Welcome to The University of Manchester. As a member of staff we want you to know that your wellbeing matters to us. We as an institution are committed to providing a healthy working environment and improving the quality of working lives for all employees.

This booklet will give you a brief overview of some of the wellbeing activities and services you can access and participate in during your time here. For more information, please visit our wellbeing website at



www.staffnet.manchester.ac.uk/wellbeing

Six ways to improve your Wellbeing

The University's 'Six Ways to Wellbeing' are based on the 'Five Ways to Wellbeing' - a set of evidence-based actions promoting wellbeing in everyday life developed by the New Economics Foundation in 2008.

connect	Make contact with the people around you. Think of these as the cornerstones of your life and invest time in them- building these connections will support and enrich you every day wellbeing.
take notice	Reflecting on your experiences and being aware of the world around you and what you are feeling will help you to appreciate what matters to you.
be active	Being active makes you feel good. Discover an activity you enjoy and that suits you.
give	Seeing yourself and your happiness linked to the wider community can be very rewarding. Try volunteering, helping a friend or stranger or thank someone.
learn and discover	Learning new things will make you more confident, inspire you and be fun. Set a challenge you enjoy such as rediscovering an old interest or trying something new.
be healthy	Being healthy can help you to feel confident and get the most out of life. Look after your body by exercising, getting enough sleep and managing your stress levels.

WELLBEING RESOURCES

As a member of staff you can access a number of wellbeing resources to help you to promote wellbeing in your everyday life, including those listed below. For a full list of the wellbeing resources available to staff please visit the wellbeing website

www.staffnet.manchester.ac.uk/wellbeing



Wellbeing Blog

You can read the latest thoughts and gain hints and tips from wellbeing experts and members of the staff community.



Wellbeing lectures

We organise regular wellbeing lectures featuring expert speakers which you can find and book onto on the staff wellbeing calendar. Talks are recorded and can be access via the staff wellbeing website if you find you cannot attend or would like to watch again at a later date.



Fitness and Wellbeing

There are a range of active programmes for Manchester staff to get involved with. 'Be Active' is our main fitness programme and offers a broad range of classes for various abilities whilst there are also a number of running and walking groups that staff may join during their time at Manchester. Staff can also access university gym and sports facilities at discounted rates.



Wellbeing Calendar of Events

You can find information on upcoming wellbeing lectures, lunchtime sessions, events and health days on the wellbeing calendar. Here you can also find information on sports and fitness activities and our counselling services.



Wellbeing Facilities

The university possesses a number of wellbeing rooms designed to create a space for both staff and students to exercise, relax and rejuvenate. The Wellbeing Rooms are located in the Simon Building on Ground floor and First floor; and in Sackville Building in Room H11 and include two large activity studios, a lounge area, a treatment room housing a physio and masseur clinic.



Wellbeing Champions

We have a network of Staff Wellbeing Champions located across the University. Our champions signpost staff to University support services and help promote and arrange both national wellbeing days and University based events. They also feedback to the Staff Wellbeing Champions Network so that future initiatives can be developed to engage and support staff.

For more information on wellbeing champions or to enquire about becoming a champion, please visit

**[www.staffnet.manchester.ac.uk/wellbeing/
wellbeing-champions](http://www.staffnet.manchester.ac.uk/wellbeing/wellbeing-champions)**

OUR SERVICES

Getting help when you need it is important. You can find a range of services and advice at the university to support your wellbeing. Below is an overview of some of the services you can access as a member of staff, a full list of wellbeing support services can be found at the following address:

www.staffnet.manchester.ac.uk/human-resources/current-staff/health-wellbeing

Stress Management



Support and guidance is available for managers and individual members of staff through a suite of tools including e-learning resources, information on reporting and supporting staff experiencing issues at work and stress policy, guidance and assessment tools.

Counselling



A number of online resources, group workshops and confidential one to one counselling sessions with our onsite counsellors are available for members of staff. You can also find advice in dealing with a student or college who you have concerns about.

Wellbeing Coaching



The University has an internal network of coaches, and staff can request a coach through our Staff Learning and Development Team. We have a team of specially trained wellbeing coaches who can support staff on all aspects of wellbeing.

Disability Advisory and Support Service



The Disability Advisory and Support Service (DASS) has a dedicated service for staff to provide advice, guidance and support about a range of practical adjustments in the workplace. We realise that not everyone who is able to access DASS services thinks of themselves as disabled, but we need to use the single term 'disability' to cover the broad range of physical and sensory impairments, medical conditions, specific learning difficulties and mental health needs.

Financial Wellbeing



Financial concerns can lead to higher stress and anxiety levels, and lower levels of good health. The University provides numerous ways to help save you money with staff discounts, salary exchange schemes, travel and study loans and ways to borrow and save money with two local credit unions. There are also Pre-Retirement courses available for those considering that option.

Working Families



The university offers a range of support to working parents and families including supporting their wellbeing at work. We offer flexible working opportunities, specialist coaching for those returning from family leave, policies on time off and support groups for parents and carers.

Thrive workshops



We have a series of workshops helping individuals and teams to enable their own wellbeing and thrive whilst working at the university. Dedicated workshops for managers also ensure that managers are skilled in supporting enabling the wellbeing of their teams.

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