

# University Health and Safety Policy for the Management of Employee Wellbeing

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## Document control

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The University recognises that there are factors at work that need to be considered to promote employee wellbeing and seeks to provide a working environment that ensures the health, safety and wellbeing of persons at work.

**This Policy sets out the arrangements in place and the standards of compliance for the University for the Management of Employee Wellbeing.**

### The standards are:

- Arrangements to promote wellbeing at work and make appropriate adjustments where necessary
- Arrangements for employee wellbeing review templates made available to promote a positive working environment and control risks associated with workplace wellbeing
- Preparation of central guidance for managers
- Preparation of training for all managers and supervisory staff in good management practices
- Arrangements for the communication of staff support programmes
- Sufficient resources made for the provision of managing wellbeing at work

The periodic monitoring of performance against these standards.

This policy and associated documents will be reviewed and revised as necessary at least once every two years.

**Professor Kathryn Mitchell**  
**Vice-Chancellor**