

# Wellbeing Strategy 2022 - 2024



## Vision

Everyone is supported to feel and perform at their best as part of the university community.

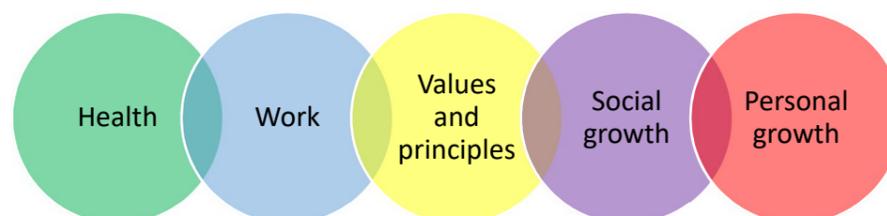
## Mission

- Increase importance of the awareness of wellbeing;
- Improve wellbeing services and their impact;
- Create a culture in which wellbeing is a priority

## Wellbeing Definition

“An environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organisation.”

## Wellbeing Model



Source: <https://www.cipd.co.uk/knowledge/culture/well-being/factsheet#gref>

## Objectives

1. During 2022, refine the findings of the WPB report into a simple strategy document that can be communicated to all staff.
2. During 2022, set up a Wellbeing at Oxford website, intranet page or central landing page to co-ordinate, showcase and signpost to existing activities and work and enable easier co-ordination going forward.
3. In September 2022, soft launch the Wellbeing Strategy and the Thriving at Oxford Skills Development Programme (and be able to explain it) to all staff.
4. During 2022, commence a cross-university audit of the effectiveness of current wellbeing measures and initiatives identified by the WPB (including, but not limited to staff absence, health data, usage of HR benefits, EAP, OH initiatives, counselling)
5. During 2022, develop a webpage and guidance for Wellbeing Champions and collate a network of Wellbeing Champions across the University.
6. During 2023, develop a set of strategic operational frameworks, with clear governance structures outlined, specific to staff, but leading to a 'Whole University' approach (work with Director of Student Services & Welfare).
7. During 2023, increase awareness of the importance of wellbeing.
8. By end of 2023, run the first Oxford University Wellbeing Festival as an annual flagship event.
9. By end of 2024, be able to demonstrate increased levels of wellbeing via appropriate survey methodologies. (Staff Survey, WM Mental Wellbeing Scale, University Mental Health Charter, Mind Wellbeing at Work, HSE or our own Wellbeing Survey.)
10. By end of 2024, have communicated and embedded the 'whole university' Wellbeing Strategy into the organisation and be recognised more widely for work in the Wellbeing space (e.g University Mental Health Charter, Mind Wellbeing at Work Awards).