

Health and Wellbeing – University of Glamorgan's experience

University of Glamorgan

Cardiff • Pontypridd • Caerdydd



Summary

- Glamorgan's health promotion 'journey'
- Challenges
- Achievement



Glamorgan's Profile

- South East Wales
- 5 sites
- 2750 employees
- 21500 students



Health and Well Being Journey

- History of health promotion activities
- Health promotion is a clearly stated objective for the University
- Senior management commitment
- Desire to support the Welsh Assembly's Corporate Health Standard - Standard regarded as mark of quality



Health and Well Being Journey

- University Occupational Health Service – clear health promotion role
- Corporate Health Standard provided a focus for the promotion and coordination of health and well being among employers
- Standard is a requirement for certain public sector bodies eg Local authorities and local health authorities but is optional for universities and colleges
- Profile of health and well being is now increasingly being raised in the higher education sector



The Journey

- Workplace Health Steering Group established June 2004 – chaired by member of Directorate & reporting at highest level
- Steering Group membership included key individuals
- Corporate Standard Gap Analysis undertaken
- Action Plan and Timetable for achieving the Standard

The Journey

- Mapped the University Health and Well Being strategy and supporting policies and procedures against requirements for the Standard
 - Smoking, stress, physical activity, healthy eating, occupational health and rehabilitation, alcohol, health and safety etc
- Membership of Group developed

The Journey

- In house health and well being events developed – both corporate in support of national campaigns and local in individual Faculties and Departments
- Commitment of senior management
- Health and well being embedded in University's strategic plan and core values of the University
- Very small central budget plus a number of Departmental budget headings

The Journey

- Staff Well Being Survey – October 2007
- Full staff survey – February/March 2008
- Three main issues identified
 - Stress management
 - Men's Health issues
 - Older employee issues

The Journey

- Marketing Department leads on communication
- Communication Strategy
- Dedicated health and well being section on staff intranet and regular features in Bulletin – printed staff newspaper
- Development of 'brand'



The Journey

- Engaging staff in events
- Health and well being Ambassadors for Faculties and Departments
- Health and well being roadshow events in Faculties and Departments
- Support national campaigns eg National No Smoking day
- Reviews and evaluations of activities & initiatives

Support Services

- Health and fitness testing
- Lifestyle consultation
- Counselling Service
- Healthy eating options in catering outlets
- Well equipped Sports Centre on main site
- Inter Departmental Sports competitions
- Green travel options



Corporate Health Standard

- Standard achieved at Silver level in October 2007
- Standard achieved at Gold level in June 2008

Future Challenges

- Maintain the health and well being profile at the University
- Future staff surveys to profile HP and help identify issues – benchmark
- Emphasis on monitor, evaluation and review of activities
- Longer term objective is to achieve the Standard at the next Platinum level