

# Health and Safety Bulletin

21 August 2015

**To:** Heads of Department/Section, Executive Deans,  
HSLOs and DHSOs, Faculty Managers

**Action by:** 7  
September 2015

## **Consultation (Comments requested by 7 September 2015):**

### **University Health and Safety Policy**

### **Managing Health and Safety Code of Practice**

### **Terms of Reference to Health and Safety Group**

The University's<sup>1</sup> Health and Safety Policy and Managing Health and Safety Code of Practice have been reviewed in order that they:

- Are solely focused on health and safety at work, by removing references to wellbeing
- Are aligned to the [People Supporting Strategy](#)
- Take account of some organisational changes that have taken place over the last year or are planned.

Some amendments to the Terms of Reference and membership of Health and Safety Group are also proposed.

#### **What is happening with wellbeing?**

The University is committed to developing a culture which enhances the health and wellbeing of staff and a separate Workplace Health and Wellbeing Sub-Strategy is under development. You can find out more about what is planned on the following page.

#### **Comment on changes to the above documents.**

If you would like to comment on the proposed amendments, you will find them by following the link below:

[Consultation on revised Health and Safety Policy and Managing Safety Code of Practice](#)

The changes have been highlighted in the documents. In addition there is a short paper listing the significant changes. You can either comment on the proposed changes outlined in the paper or review the full documents.

Please submit your comments to [safety@essex.ac.uk](mailto:safety@essex.ac.uk) by **7 September 2015**.

Following consultation the documents will be submitted to Health and Safety Group on 7 October 2015, and then USG for approval.

<sup>1</sup> Does not apply to UECS or WHH employees, as they have their own Health and safety Policies

## **University of Essex Workplace Health and Wellbeing Future developments**

The University's commitment to developing a culture which enhances the health and wellbeing of staff, and the importance it places on this, is recognised by including 'Fit for work' as one of the five Underpinning Principles of the People Supporting Strategy. To support this, we are also developing a Workplace Health and Wellbeing Sub-Strategy which will lay out a five year plan for intervention and change. The Strategy will be developed over the coming academic year, in consultation with the three recognised campus Trade Unions, before USG approval is sought in September 2016, and will look at areas such as:

- How each member of staff can ensure they have a good work/life balance
- Minimising known stressors in order that staff feel they can work productively without excessive pressure
- Workload management looking further at reducing bureaucracy
- Training for managers to equip them with the necessary skills to manage staff effectively
- How the physical environment can promote positive mental, social and physical health, balance, social connection and active living
- How individuals can build personal resilience
- How to ensure that those who wish to are able to make choices at the workplace to support a healthy lifestyle

In addition a working group will be set up to review what is currently offered to staff and how the current initiatives are advertised. We will also be trialling other initiatives throughout the year, for example, yoga, mindfulness, Cognitive Behavioural Therapy online and health champions, and evaluating each intervention to assess the feasibility of providing it in the long term

Lara Carmel  
Head of Workplace Health and Wellbeing.