



## **Wellbeing Policy Statement**

### **Policy Statement**

UKRI has a duty of care to support the health, safety and wellbeing of all of its employees. It is therefore committed to establishing a positive and supportive environment that helps maintain a healthy and well-motivated workforce.

The policy will apply to all employees and will provide a framework within which UKRI will encourage and facilitate working practices and services that support employee health and wellbeing.

UKRI recognises that its employees may encounter, throughout their lives, events that may affect them in the workplace including those related to their health, personal or domestic situation as well as work-related problems. The policy provides information and guidance on the support that is available to assist employees during such times.

UKRI will:

- Promote personal health and wellbeing by providing effective management, learning and development activities and professional support services including:
  - An employee assistance programme.
  - A network of trained welfare officers.
  - First aiders and mental health first aiders.
  - An occupational health provision.
- Put in place initiatives and training covering various aspects of wellbeing, such as mental health awareness, resilience, disability awareness and lifestyle behaviours.
- Implement a range of flexible working options to assist employees in achieving an appropriate work–life balance.
- Prevent, so far as is practicable, circumstances which are potentially detrimental to health and wellbeing.
- Create a culture where all health and wellbeing issues can be discussed openly in a supportive way, whilst respecting individuals' confidentiality.
- Provide a working environment free from bias where employees who have health difficulties or disabilities will receive appropriate support and/or reasonable adjustments to allow them to achieve their fullest potential.
- Monitor and review indicators of organisational health and wellbeing and take steps to respond where issues are identified.
- Seek to ensure that those who support or manage staff who are experiencing health and wellbeing issues are themselves supported as they respond to the needs of colleagues.
- Improve understanding and awareness of health and wellbeing issues and the support that is available when employees are facing challenging life events, whether at work or outside.
- Consult with trade union safety representatives on matters relating to health, safety and welfare.

Additionally, the policy will lay out:



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- The responsibilities of management and employees for the implementation of the provisions within the policy;
- A framework of the type of health and wellbeing initiatives and support that will typically be available to employees;
- The provisions for reviewing the policy.

This policy statement has been put in place in advance of the introduction of a comprehensive policy covering Wellbeing. The comprehensive policy will be developed and implemented no later than 31 March 2020.