

To: Heads of School, Heads of Department/Institution, Chairs of Faculty Boards
cc: Emma Stone, Director of HR, Secretaries of School, Departmental and Faculty Administrators, HR Business Managers and Advisers, Sarah Botcherby

October 2017

Dear Colleagues

Wellbeing Strategy – latest news

I am pleased to confirm that the new Wellbeing website is now available on the HR Division website at:

www.wellbeing.admin.cam.ac.uk

I should be very grateful if you would make your staff aware of the website, which provides wellbeing information including free lunchtime briefings covering wellbeing priority areas (a 'flier' is attached which can be sent out or displayed on noticeboards).

Thank you to those departments and institutions which have nominated Wellbeing Advocates. A recent Welcome and Networking event gave the Advocates the opportunity to meet and hear about the staff services functions, to understand HR support provided and to learn about the Dignity at Work policy. Any further nominations or queries should be referred to your HR Business Manager. Further Mental Health Lite training (by MIND) will be made available so that all Wellbeing Advocates can be fully briefed.

Further current or planned activities include:

- A 'Leadership Essentials' briefing for academic staff, delivered locally by HR, is being piloted in several departments during Michaelmas Term.
- An operational health and wellbeing group chaired by the University's Wellbeing Champion, Dr Nick Bampos, will meet regularly from November to take forward the delivery of wellbeing initiatives, produce an annual report and organise the Festival of Wellbeing.
- A Health & Wellbeing Working Group set up under the People Strategy, to which the operational group reports, will continue to review the University's current approach to wellbeing to develop initiatives that provide a more comprehensive and holistic approach to progress our wellbeing strategy.

I know that I can count on you to support these key initiatives. The growing body of evidence revealing the large human cost of poor mental health at work, as well as knock on impacts for society and the economy, indicates why it is imperative to take these issues seriously.

We will keep you informed of developments and will take into account views and suggestions concerning the wellbeing initiatives (we have set up an email address to assist this feedback process: HealthandWellbeing@admin.cam.ac.uk).

Yours sincerely



Professor Eilís Ferran FBA
Pro-Vice-Chancellor for Institutional and International Relations

cc: Wellbeing flier
Circular sent out in June 2017