



**UKCEH understands that people are the most important part of our organisation. We recognise that taking steps to support the good health and wellbeing of all our people, throughout their journey with UKCEH, will underpin great organisational performance.**

We have identified ten core considerations that can significantly impact on the individual wellbeing of our workforce. We are committed to finding ways to positively influence the key issues within the workplace.



This includes making sure everyone at UKCEH feels valued and that we have excellent support in place for all individuals during their time with us, at any age and stage of their UKCEH journey.

## UKCEH journey

- Attract me
- Get me started
- Development
- Manage performance
- Engage and motivate me
- Recognition
- Wish me farewell

This Wellbeing Strategy is a core element of the UKCEH People Strategy and sets out our Wellbeing Vision and core commitments to support and enhance wellbeing over the next three years. This Strategy is further supported by specific policies, and a published action plan which details supplementary tasks and responsibilities for implementing these commitments.

## Corporate Vision

UKCEH aims to fully embed the importance of wellbeing across our organisation to:

- Create a safe and inclusive working environment, underpinned by robust health and safety processes, which prioritise wellbeing to enable individuals to fully embrace and enjoy their time at UKCEH in order to deliver organisational success.
- Develop a proactive workplace culture with shared responsibility for everybody's wellbeing that is backed up by targeted, effective and timely interventions.

## UKCEH People



UKCEH is committed to creating a culture where every individual feels they can bring their 'true self' to work whilst maintaining the right work-home balance for them:

- We endeavour to always develop robust mechanisms for work issues to be identified, minimised, and managed before they affect individual wellbeing.
- We will utilise HSE guidance to better incorporate mental health considerations within our risk assessment process.
- We will enable appropriate adaptations and adjustments to roles where we can, to address individual health and wellbeing needs.
- We will embed consideration for wellbeing within the induction and appraisal processes, enabling everyone to prioritise their own wellbeing utilising the principles of wellness action plans.

## Inclusive and responsive workplace



UKCEH is committed to providing a safe, respectful and inclusive workplace for all:

- We will establish an Equality, Diversity and Inclusion Strategy to ensure the voices of all colleagues are heard and their individual needs are identified and supported wherever possible.
- We will continue to take an active stance against harassment and bullying in the workplace.
- We will establish a Wellbeing Working Group to have oversight and responsibility for implementation of these commitments, supported by a network of wellbeing champions.
- In line with our Environmental Policy commitments, we will implement biodiversity enhancement initiatives on our main sites to enable people to better connect with nature.
- We will seek to identify and reduce work pressures created by organisational processes.

## Prevention and support



UKCEH is committed to taking proactive measures to increase knowledge, skills and confidence in relation to wellbeing issues and encouraging openness:

- We will develop wellbeing resources and toolkits to enable everyone to take responsibility for their own wellbeing along with a support package for line managers focussed on ensuring their team wellbeing.
- We will provide a range of wellbeing initiatives and training designed to raise awareness of, and improve wellbeing considerations.
- We will develop a suite of supportive interventions for individuals who may require additional support, when physically, emotionally or mentally unwell.
- We will empower all workers to raise continuous improvement suggestions through confidential feedback mechanisms.

## Reporting Metrics

UKCEH will ensure that all mental health and wellbeing initiatives are informed by data, research and good practice to provide agile and flexible responses that are robust and evidenced based:

- We will implement a mechanism to gather data on worker satisfaction with the wellbeing support and activities we provide.
- We will develop a set of key performance metrics to review our progress against our commitments and assess workforce wellbeing status.

Detailed action plans along with more information on Wellbeing guidance and support at UKCEH is available on The Hub.