

Voluntary Disability, Mental Health and Wellbeing Report

Introduction

In October 2017 Paul Farmer and Lord Dennis Stevenson published the independent [Thriving at Work](#) review which recommended that employers should report more information regarding their actions on workplace mental health. In response, the Government is encouraging large employers with over 250 employees to report voluntarily on disability, mental health and wellbeing in the workplace and the Health at Work Unit has published a non-prescriptive framework to support employers with this. Whilst the Government expects to publish further guidance for employers, the timescales for this are not clear and UWE Bristol has decided to not delay in publishing our first report. The intention of this report is to increase transparency through providing information regarding how staff disability, mental health and wellbeing is being supported at UWE Bristol. The output of future reports will continue to be reviewed in relation to the Voluntary Reporting Framework and any further guidance released by the Government.

Supporting Disability, Mental Health and Wellbeing at UWE Bristol

UWE Bristol is proud to be certified as a Disability Confident Employer and has made a commitment to the recruitment, development and retention of disabled staff. As part of this, we operate a Guaranteed Interview Scheme, which offers a guaranteed interview to disabled applicants who fully meet the essential criteria of a role.

The university's single equality scheme, [Inclusivity 2020](#) sets out the ways in which UWE Bristol seeks to provide an inclusive and supportive environment for all staff and students.

UWE Bristol is also committed to supporting the mental health and wellbeing of its staff members and in April 2018 we launched our [Mental Wealth First Strategy](#) to ensure that the wellbeing of our university community informs all of our strategies and operations. Further details of our strategy can be found [here](#).

We have also made a number of other public commitments to supporting the mental health and wellbeing of our staff, notably through our 10 year membership of the UK Healthy Universities Network, support of the Time to Change campaign and by signing up to the Charter for Employers who are Positive about Mental Health.

Below are just a few examples of the provisions UWE Bristol has in place to support staff in relation to disability, mental health and wellbeing:

- UWE Bristol works in partnership with the West of England Centre for Inclusive Living (WECIL) to provide a support service for disabled staff on disability related matters, including providing advice in relation to reasonable adjustments. This is in addition to our Occupational Health service, which provides advice and guidance regarding a range of work-related health issues.
- Our Employee Assistance Programme gives staff access to information, advice and emotional support regarding a range of issues that may have an impact on their wellbeing, including access to telephone or face to face counselling sessions.
- Our Staff Network Groups provide the opportunity for staff to access peer support. Staff networks represent a range of equality groups across the university and include specific networks for disability and mental health and wellbeing.

- As part of being a ‘Healthy University’, UWE Bristol runs the Feel Good programme, with a calendar of events and monthly newsletters, to encourage and empower staff to look after their wellbeing.
- UWE Bristol provides staff with a range of training to help them in supporting disability and mental health matters. Training includes Mental Health Awareness, Stress Awareness, Resilience & Wellbeing and Reasonable Adjustments.
- Workplace Stress Risk Assessments are used to identify, mitigate and monitor workplace stressors.
- UWE Bristol regularly measures staff wellbeing and uses specific questions within its Staff Survey to gain an organisation wide understanding of employee wellbeing.

UWE Bristol’s Disability and Wellbeing Information

Disabled Staff

As of 31 December 2017 the percentage of staff who considered themselves to have a disability or long-term physical or mental impairment was **5.6%**. Information regarding the recruitment of disabled staff in 2017 is provided in the below table:

2017	Headcount	Percentage (of total figures)
Applied	833	7.3%
Shortlisted	205	8.7%
Appointed	47	6.1%

Explanatory Note: This information is taken from the last UWE Bristol Staff Compendium. The staff compendium was based on a snapshot of the staff population as of 31 December 2017, held in the University’s HR payroll system (iTrent). The iTrent database is populated from information supplied by new staff on their application forms and through completion of a staff census every 3 years. The last staff census was completed in 2014; iTrent Employee Self Service went live in January 2018 enabling staff to update their own equality data directly into the system.

Staff Wellbeing

UWE Bristol’s last staff survey was carried out in 2017 and the overall staff engagement index was **71%**. The survey included four specific questions which can be used to measure employee wellbeing. The output of these measures is summarised in the table below.

Wellbeing Question	% Positive Result
1. Overall, how satisfied are you with your life nowadays?	80%
2. Overall, to what extent do you feel that things you do in your life are worthwhile?	83%
3. How happy did you feel yesterday?	77%
4. How anxious did you feel yesterday?	58%

Explanatory Note: Employees were asked to rate their response to the above questions on an 11 point scale (0-10). The 5 most positive ratings have been combined to give a positive response percentage for each question.

Debbie England
 Director of Human Resources and Organisation Development
 UWE Bristol (University of the West of England)

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