

Voluntary Disability, Mental Health and Wellbeing report

Introduction

The voluntary reporting framework has been developed by the Government to support large organisations to record and report information on disability, mental health and wellbeing in the workplace. The aim of reporting is to drive the culture change required to build a more inclusive society. The October 2017 [Thriving at Work Review](#) recommended that employers report more information about their actions on a voluntary basis. The framework for voluntary reporting is outlined in the November 2018 Department for Work and Pensions/Department of Health and Social Care guidance. The Government has not published further guidance for employers on how to engage with voluntary reporting and this guidance remains current.

UWE Bristol decided not to delay and published a report in March 2019 for activities in 2017. Reports will be produced on an annual basis and this report outlines activities in 2018. We will continue to review progress with the voluntary reporting framework and any future guidance released by the Government.

Disability

Below are some examples of the activities in place to support staff in relation to disability:

- We are proud to be certified as a Disability Confident Employer and have 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.
- Our single equality scheme, [Inclusivity 2020](#) sets out the ways in which we seek to provide an inclusive and supportive environment for all staff and students. We work 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 advice on reasonable adjustments. This is in addition to our Occupational Health service which provides guidance regarding a range of work-related health issues.
- Our Reasonable Adjustments policy provides a framework for staff requesting reasonable adjustments and guidance for managers. Targeted briefings have been delivered to Faculty and Service executive teams in relation to more confident management of reasonable adjustments.
- All staff are required to complete a mandatory Equality and Diversity training e-learning module.

- Our Disabled Staff Network is run by disabled staff and provides peer support and networking opportunities. Members may be asked for their views on the review of policies and practices.

As of 31 December 2018, the percentage of staff who considered themselves to have a disability or long-term physical or mental impairment was 5.8%. Information regarding the recruitment of disabled staff in 2018 is provided in the table below:

2018	Headcount	Percentage (of total figures)
Applied	884	8%
Shortlisted	233	10%
Appointed	66	8.4%

Source of data: UWE Bristol Staffing Statistics; based on a snapshot of the staff population at 31 December 2018 held in the University’s HR Payroll system (iTrent). iTrent is populated from information supplied by new staff application forms and staff receiving regular reminders to update their equality data.

Mental Health and Wellbeing

UWE Bristol is committed to supporting the mental health and wellbeing of its staff and students. The [Mental Wealth First Strategy](#) launched in April 2018 with the key themes of prevention, promotion and provision. We have pledged a commitment to make health and wellbeing a core part of our 2030 strategy.

We have made several public commitments to supporting the mental health and wellbeing of staff. In 2013 we signed the Time to Change employer pledge and have continued to support the campaign to reduce discrimination. In 2017 we signed the Mindful Employer Charter for employers who are positive about mental health in the workplace. We have been a member of the UK Healthy Universities Network for over 10 years.

Below are some examples of the provisions in place to support staff:

- We developed a Mental Health and Wellbeing training programme for staff and managers to ensure that all staff are able to support themselves and others. Training is tailored to the needs of different staff groups and includes mandatory sessions for managers on holding sensitive conversations and mental health awareness.
- Our Employee Assistance Programme provides staff with access to confidential advice and emotional support 24 hours a day, 365 days a year, via online resources and telephone helpline. The service also provides support for managers.

- Our Mental Wellbeing Staff Network is coordinated by, and for, staff who have lived experience of mental ill-health. It provides a safe space to talk, peer support and networking opportunities.
- Regular events and activities are held throughout the University to encourage and empower staff to improve their wellbeing including wellbeing walks, mindfulness sessions, craft event and music taster sessions. We support and promote national health and wellbeing awareness campaigns.

A staff survey was carried out in 2017 and the overall staff engagement index was 71%. The responses to the four survey questions to measure employee wellbeing have been 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%

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.

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