

Transforming Futures
Health and Wellbeing Strategy
2020-2030



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Strategy 2030

The University's Strategy 2030 sets out the ambition and priorities for the University 2020-2030. The Strategy is based on the University's mission and values:

UWE Bristol transforms futures: powering the future workforce, supporting local economic prosperity, shaping the health and sustainability of our communities and creating solutions to global challenges.

Values

Ambitious

We are not afraid to shape, challenge and tackle the big issues, to take the initiative and pave the way.

Inclusive

We make UWE Bristol a supportive and inspiring place to learn and work – somewhere where diversity of experience and perspective is encouraged, and learning and research is shared and accessible.

Innovative

We create new opportunities for the people who work and study with us. We embrace different ideas and pioneer new and sustainable ways of doing things.

Collaborative

We have strong connections locally and globally. We help people and organisations be the best they can, building trust throughout our university community and beyond.

Enterprising

We instil a thirst for new knowledge, its creation and application, empowering our students and staff to demonstrate a creative questioning approach, a 'can-do' confidence, and ability to navigate uncertainty.

As we shape our future to 2030 our focus will be on:

Our Purpose

Solving future challenges through outstanding learning, research and a culture of enterprise.

Our People

Creating opportunities to thrive and flourish.

Our Place

Creating an inspiring local and global gateway to the future.

The priorities contained in Strategy 2030 are being driven forward through a series of sub-strategies as set out on page 10.

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Transforming Futures Health and Wellbeing Strategy

2030 Vision: We will be the leading health promoting university empowering our people to thrive and flourish, demonstrating significant health gain and shaping the health and sustainability of future communities.

We are committed to the health and wellbeing of our university community. We understand how this shapes the future of our local communities and society more broadly. We also understand how important it is for our people to thrive and flourish, to reach our potential as individuals and as a collective.

The importance of Health and Wellbeing runs throughout our Strategy 2030 and we have made the following commitments:

- We will be the leading Healthy and Sustainable University, focusing on the **development of healthy, safe, sustainable and inclusive campuses.**
- We will be the **leading health promoting university, demonstrating significant health gain for our staff and students.**
- We will be recognised for innovations that empower people to thrive and flourish, and shape **the health and sustainability of future communities.**



To deliver this we will take a whole university approach – focusing on leadership, partnership, prevention, promotion, provision, data and research – throughout our activities. This includes working in partnership in our region to ensure health and wellbeing is a priority beyond UWE Bristol.

Building on the strengths of our Mental Wealth First strategy, the Transforming Futures Health and Wellbeing Strategy will broaden our focus to physical as well as mental health. Mental Wealth First and our Sports Strategy will continue to be key strands of the action plan accompanying this strategy.

2.1 Taking a whole university approach

A whole university approach means moving beyond managing immediate need to proactively building the strengths and resilience of our people, places and structures, enabling us to work well together in environments that support us. The whole university approach includes six key elements.

Leadership: fostering a positive and supportive organisational culture that ensures health and wellbeing are embedded as a strategic priority.

Partnership: delivering a joined up approach within the University, with the Students' Union and with external partners such as the NHS, local authorities, the voluntary sector and schools and colleges, using research to inform practice.

Prevention: ensuring health and wellbeing is everybody's responsibility by providing evidence-based individual, organisational and community level interventions that enable healthy behaviours and build confidence and community, with a focus on the design and delivery of our learning and working practices.

Promotion: encouraging communication about physical and mental health, and promoting good health through raising awareness and tackling stigma.

Provision: providing appropriate and timely support, training and toolkits that support staff, students and the wider community to reach their full potential.

Data and research: using relevant data and research to measure the impact of our interventions, to inform decision and future strategy development.



2.2 | Our strategic priorities

We will be a university where everyone understands and actively develops personal skills, physical and emotional resources – supporting individuals to fulfil their own potential and to enable others to thrive while dealing with the normal stresses of education, employment and life.

We will achieve this through:

- Student and staff opportunities to develop knowledge, skills and understanding that maximises their health and wellbeing within teams or course communities, including how to best support themselves, using induction and assessment periods as opportunities to develop healthy behaviours.
- Providing evidence-informed training, toolkits and campaigns to raise awareness, and address stigma.
- Providing and effectively signposting to appropriate and timely support and opportunities that improve the mental and physical health and wellbeing of our students, staff and wider community.



We will be a mentally healthy university community where everyone experiences a personal sense of belonging and understands and models healthy and inclusive behaviours.

We will achieve this through:

- Learning, working and residential communities which are healthy, cohesive and inclusive. For students, health and wellbeing will be embedded as core principles within curriculum design and delivery and residential life; creating the conditions in which students can thrive and achieve their best. For staff, health and wellbeing will be embedded throughout our workforce planning.
- Developing and promoting inclusive sustainable health and wellbeing initiatives based on staff and student need and evidence. Work in this area will include:
 - Harm reduction around the use of drugs including alcohol
 - Addressing barriers and stigma related to physical and mental ill-health
 - Physical activity
 - Healthy eating
 - Healthy relationships and behaviours including tackling sexual violence
 - Sexual health
 - Active travel
 - Smoke-free campuses
- Encouraging staff and students to participate in initiatives that create cohesion and a sense of community. Volunteering and networking opportunities will enable people to make meaningful connections within the University and the wider community. Engagement will help develop and embed healthy and sustainable behaviours and allow for opportunities to try new things, for example through social prescribing approaches that promote activities as a way to get and stay well.

We will build a healthy, safe and sustainable environment by ensuring our learning and working spaces, practices and facilities are designed and maintained to enhance personal wellbeing and community cohesion.

We will achieve this through:

- Culture and practices that ensure health, safety and wellbeing are everybody's responsibility, underpinning the University's teaching and working practices, and prominent throughout the University's decision-making, policies and processes.
- Collaborating with external partners and the city region to further promote and encourage healthy behaviours for staff and students.
- Providing healthy built environments, social spaces and connecting areas which highlight the value of the natural environment, are smoke free, green and biodiverse, and in which everyone can thrive.



We will be known for leading on health and wellbeing, through our engagement and through building a culture that ensures each of us understands the link between our health, wellbeing and performance.

We will achieve this through:

- The University's leading community and public engagement work, ensuring UWE Bristol plays an active role on the relevant boards and networks in order to influence and inform change within the city-region.
- Leading the development of pedagogic practice to support health and wellbeing beyond the University.
- The research excellence and innovations driven forward through our Transforming Futures Research Strategy, in particular our ambitions for a globally recognised health and wellbeing research beacon, focusing on:
 - Health technologies and biosciences
 - Healthy ageing and long term conditions
 - Wellbeing and mental health

We will create new knowledge, technologies, processes and operations that enhance the development of health and wellbeing now and in the future.

- Working with partners to improve awareness of the health and wellbeing support available for our staff and students and how to access it, and through advancing our care pathways with external providers.
- Using our interactions, behaviours and internal processes, such as those for performance and development, to strengthen health and wellbeing across the University and remove the stigma associated with mental ill-health.

2.3 | How we will measure our progress

We will measure staff and student wellbeing using the ONS wellbeing measure and will be tracking staff and student satisfaction on four key strands:

- Life satisfaction
- Worthwhile
- Happiness
- Anxiety

We expect our student and staff wellbeing to be **above the national average** and will use this data as part of a toolkit to inform the development of the action plan.



Strategy Implementation

The priorities contained in Strategy 2030 are being driven forward through a series of sub-strategies.

Core Strategies

Transforming Futures Learning and Teaching Strategy

Transforming Futures Research Strategy

Transforming Futures Community and Business Engagement Strategy

Thematic Strategies

Transforming Futures Climate Action and Sustainability Strategy

Transforming Futures Health and Wellbeing Strategy

Transforming Futures Equality, Diversity and Inclusivity Strategy

Enabling Strategies

Transforming Futures People Strategy

Transforming Futures Campus Environments and Infrastructure Strategy

These strategies contain further information about the commitments we have set and the actions we are taking to realise our 2030 ambitions. Appropriate cross-references are included in each of the strategies.



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