

Health & Well-being at Cardiff Metropolitan University – the EmWell Project



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LLODSODDWR | INVESTORS
MEWN POBL | IN PEOPLE

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Health & Well-being - **EmWell**

Cardiff Metropolitan University



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Today

- Towards a Health Promoting University – the Cardiff Met experience.



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About Cardiff Met

- 3 Academic and 1 Residential Campus
- Academic schools in Health Sciences, Sport, Management, Education and Art & Design
- 10,000+ full and part time students
- 1300 permanent staff
- High number of visitors using sports facilities, public art exhibitions, health clinics and conference suites



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The Journey Begins.....

- 2003 Health & Safety and Occupational Health became fully integrated into an Occupational Health, Safety & Well-being service
- 2006 - 2008 Health & Well-being Working Group established – feasibility study (seeds sewn for EmWell project)
- 2008 – Health & Well-being included as a key element of Corporate HR Strategy



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2008 - Steering Group Established

- Utilise academic expertise and facilities

The EmWell Group

Academic/research and other staff with knowledge and expertise in wide range of health & well-being areas

- Health Sciences, Psychology, Sport & Exercise, Nutrition, Well-being in Education, Art Therapy, Complementary Therapies, Occupational Health, Engagement, Business & Management, Sustainability, etc....



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Health & Well-being Strategic Aims

“to improve organisational performance through encouraging a healthier and more engaged workforce and developing Cardiff Met’s reputation for being a healthy and sustainable university”



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Strategic Goals

- **Provide mechanisms and support for employees to make informed healthier lifestyle changes, and develop health & well-being provision at Cardiff Met through the utilisation of existing academic expertise**



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STAFF HEALTH & WELL-BEING

Working Together for Healthy Minds and Bodies

IECHYD A LLES STAFF

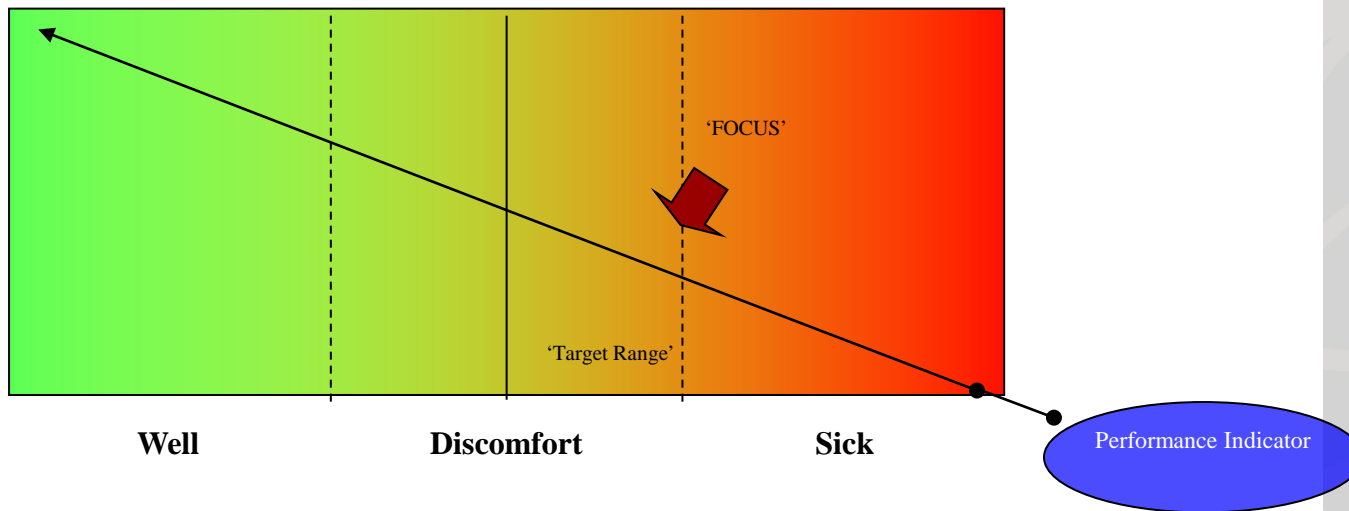
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Employee Status

'Productive'

'Present'

'Absent'



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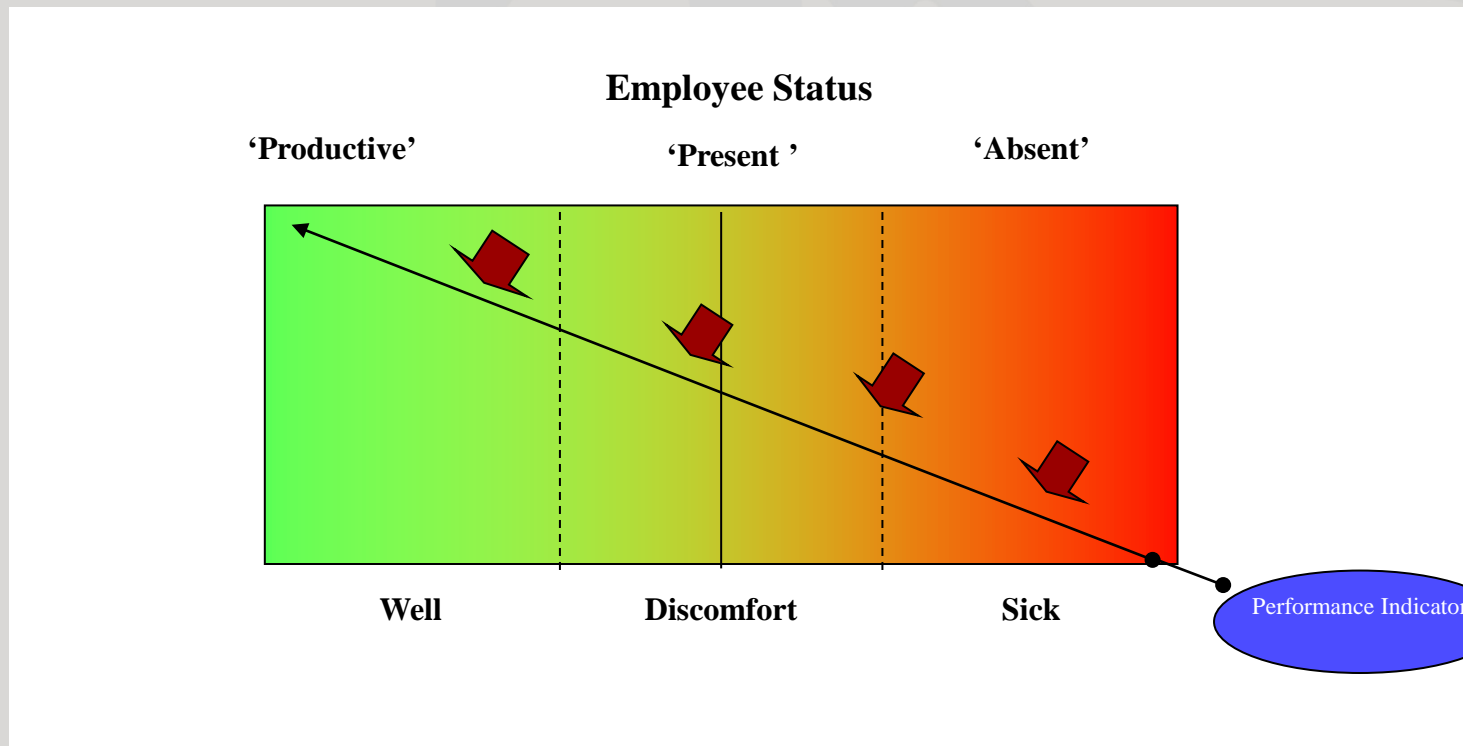
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EmWell Group

Informing, Advising and Evaluating Health & Well-being interventions

- The Corporate Health Standards
- Sickness Absence Statistics
- Staff Health & Well-being Survey



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Corporate Health Standards

- Achieved ‘Gold’ award following December 2011 assessment
- Report highlighted particular strengths in satisfying ‘Core Components’ of the Corporate Health Standard and in “totally embedding health, safety & well-being into organisational practice”
- Corporate Health Standard has provided an independent validation of quality of university’s standard of health & well-being provision

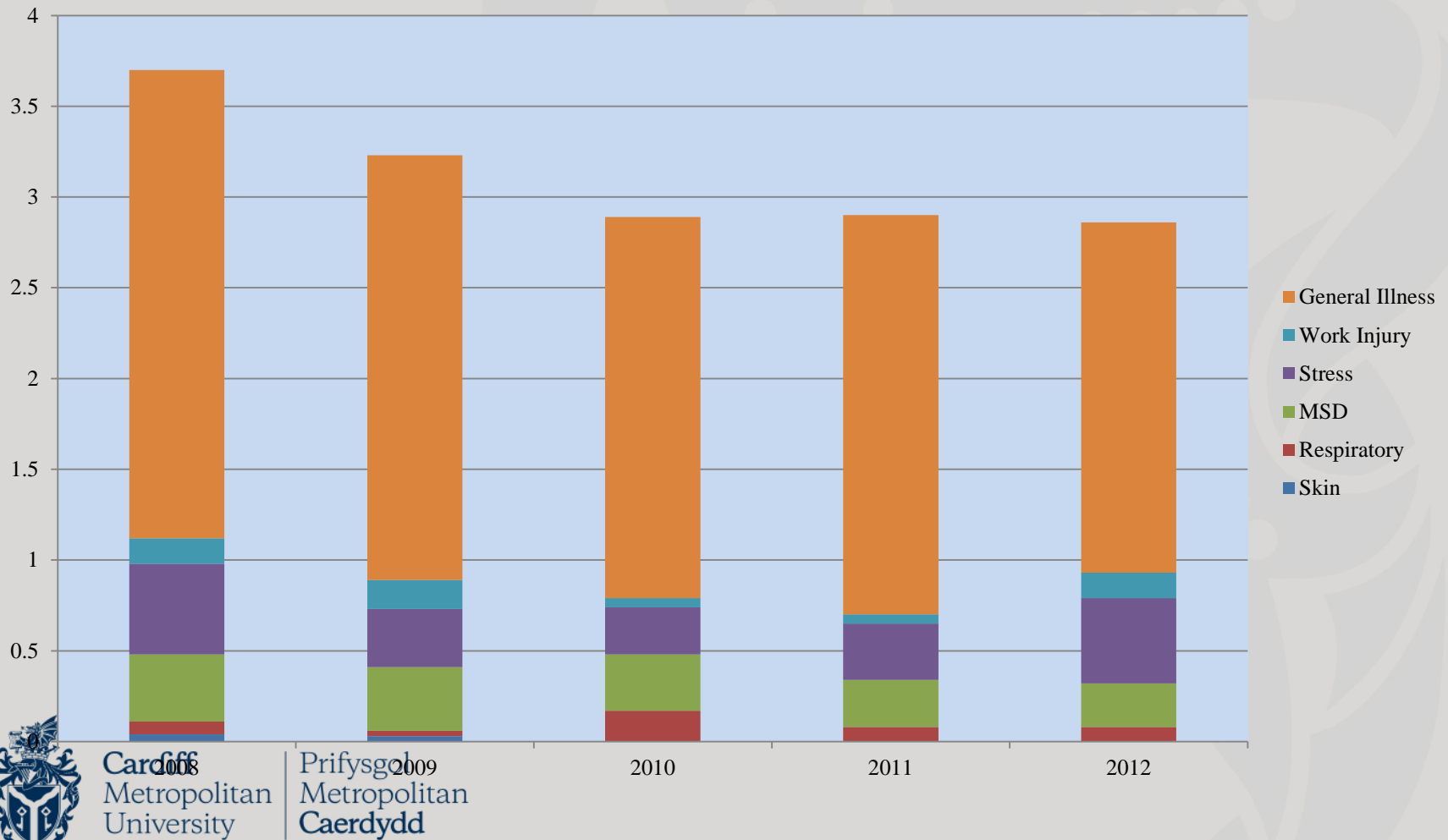


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Sickness Absence



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Staff Survey

- Biennial Survey since 2010
- Analysis suggests improvements in engagement, general health and stress management



Potential Barriers

- **Staff** - perceived as tokenism, “another badge for the wall”
- **Trades Union** - “is this really about improving staff health & well-being or is it more about squeezing further staff effort and bullying people back to work?”
- **Management** - “something soft and fluffy and a waste of time and money in these challenging times”



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Future Developments

- Continue to Utilise the expertise of the University's Well-being Research Group - **EmWell**
- Encourage the sustainability and continued growth of health & well-being in the workplace through further collaborative research
- Extend focus towards a 'Healthy University' approach to capture the whole University community.



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