

WELL-BEING POLICY

1 – Policy Overview

1.1 - Policy Statement:

Projecting Success is committed to providing a healthy working environment and improving the quality of working lives for all staff and learners. The wellbeing strategy aims to support Projecting Success's mission and core values:



Aligning with our belief that all team members and learners have the freedom to complete their duties free from discrimination and the recognition that Projecting Success's staff are its greatest asset.

The Chartered Institute of Personnel and Development (CIPD) define wellbeing as:

‘Creating an environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organisation.’ (CIPD 2016)[1]

Through the integration of wellbeing in all work activities and practices, a positive environment can be created that is compatible with promoting staff engagement, performance and achievement. Working in partnership with all areas of Projecting Success with a common interest in promoting a culture of wellbeing is key to the success of this strategy.

The wellbeing strategy’s ultimate goal is to improve the health, safety and wellbeing of Projecting Success staff and to prevent work associated ill health, for the overall benefit of staff and the organization. This

encompasses the physical, mental and social health of employees and recognises that employees' values, personal development and work within Projecting Success contribute to their overall wellbeing at work.

Projecting Success' workforce and learner cohort is geographically, culturally and linguistically diverse. The wellbeing strategy aims to reflect this diversity and to provide direction on related issues and challenges in order to support the development of effective solutions and outcomes.

The time individuals spend at work emphasizes the importance of promoting health and wellbeing in the workplace. Investing in staff wellbeing can have positive outcomes both for staff and Projecting Success. Studies have shown there is a relationship between the psychological wellbeing of employees and positive organisational outcomes, such as reduced levels of sickness absence as well as enhanced productivity and performance.

1.2 – Legal Requirements

The wellbeing strategy is informed by related national strategies and guidance, as well as a number of legal requirements, including:

Health and Safety at Work Act 1974

Health and Safety at Work Regulations 1999

Employment Rights Act 1996

Protection from Harassment Act 1997

Working Time Regulations 1998

Equality Act 2010

1.3 - Vision

The wellbeing strategy is designed to ensure that:

Projecting Success provides clear leadership and management in relation to wellbeing. There is optimal engagement of all stakeholders and effective partnerships. Best use is made of the resources available to optimize the delivery of the strategy. Actions lead to long-term, sustainable improvements in the health and wellbeing of the Projecting Success population, including it's learners.

1.4 – Policy Aims and Objectives

Projecting Success's strategy aims to represents a commitment to an integrated approach to staff and learner wellbeing that creates:

- A sense of belonging.

- An environment that promotes a culture of open communication.
- An environment and culture based on shared values and trust.
- An environment where staff wellbeing is integrated into day-to-day practices.
- An environment that recognises skills and encourages personal development.
- An environment that staff are free from any form of harassment or inappropriate behaviour.

Version History				
Date	Version	Details of Change	Revision By	QA
16/02/2023	1	- Policy Created - Added Version Control	Sam Barnfield	