

The organisation has assessed its priorities around embedding wellbeing	<a href="https://www.lboro.ac.uk/internal/our-people/">https://www.lboro.ac.uk/internal/our-people/</a>
Has assessed its needs and priorities around health and wellbeing through available absence data.	
Offers relevant leadership and management skills training as part of the management development programme	<a href="https://www.lboro.ac.uk/services/org-dev/management/">https://www.lboro.ac.uk/services/org-dev/management/</a>
Has undertaken a health & wellbeing needs assessment through more than just absence rates (i.e. surveys, health MOT days) to decide on priorities and has developed an action plan to address these	<a href="https://www.lboro.ac.uk/internal/staff-wellbeing/">https://www.lboro.ac.uk/internal/staff-wellbeing/</a>
Offers staff learning and development opportunities to maximise potential	<a href="https://www.lboro.ac.uk/services/org-dev/courses/">https://www.lboro.ac.uk/services/org-dev/courses/</a>
Demonstrates the process for ongoing consultation and communication with staff (and Trade Unions if appropriate) on relevant workplace health and organisational issues	<a href="https://www.lboro.ac.uk/services/hr/support/trade-unions/">https://www.lboro.ac.uk/services/hr/support/trade-unions/</a>
Has an established wellbeing steering group/staff forum and detailed health and Wellbeing action plan	Health and Wellbeing Steering Group Meeting 13.08.2019



Diversity & Inclusion	
Criteria	Evidence
Has a flexible working policy and/or procedures in place and considers other reasonable adjustments.	<a href="https://www.lboro.ac.uk/services/hr/leave-absence/">https://www.lboro.ac.uk/services/hr/leave-absence/</a>

Is a Disability Confident Employer and ensures recruitment process is inclusive & accessible by:

- ensuring against discrimination
- accessible job adverts, i.e. accessible formats (e.g. large print)
- accepting applications in alternative formats (e.g. electronically)

<https://www.lboro.ac.uk/services/hr/recruitment->

Provides information about mental health and reducing stigma to staff at all levels.

<https://www.lboro.ac.uk/internal/staff-wellbeing/mind/mhfa/>

Invests in mental health and wellbeing related training which is routinely available to all staff and has mental health management training for managers to identify issues and support employees

Mental Health Aware- all

Managing Mental Health in the workplace for managers and leaders

Found here: <https://www.lboro.ac.uk/services/org-dev/courses/> /614 .00

Promotes active ways of getting to and from work and travelling between meetings i.e. cycle to work scheme, availability of bike racks and changing facilities.	Cycle to work scheme is available for all staff. SmartGO Leicestershire scheme offers our staff access to discounts on a number of companies that would fit into this category e.g. Halfords (bikes), runners needs, Cotswold outdoors etc.
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## Healthy Eating

Criteria	Evidence
Has healthy eating as part of any health and wellbeing strategies and ensures employees are aware of it.	
Has on-site catering facilities that provide healthy options that are actively promoted (if appropriate).	<a href="https://www.lboro.ac.uk/services/food-drink/">https://www.lboro.ac.uk/services/food-drink/</a>

## Alcohol & Drugs

Criteria	Evidence
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Has an alcohol policy which ~~inc~~ Tm [(he0 TCdudo)-12.3 eas

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Ensures that managers are made aware of the link between alcohol, substance misuse, mental health and coping strategies and barriers to staff sharing problems, through online or face to face training.

TBC

## Menopause Support

Criteria

Evidence

Has a standalone menopause policy, or can evidence menopause awareness embedded within other key policies.