

My Wellbeing Strategy 2023-2026

This strategy will underwrite Our Mission, help us achieve Our Vision, demonstrate Our Values, and support Our Behaviours.

Introduction

Glasgow Life's purpose is to improve the mental, physical, and economic wellbeing of citizens and visitors through culture and sport. We achieve this through our four strategic priorities:

- Advance culture and sport in the city.
- Improve mental and physical wellbeing or local communities.
- Support the vibrant city economy.
- Reinvest income to achieve our vision.

Our people are our greatest asset in achieving this.

Promoting wellbeing can help prevent stress and

create positive working environments where employees and organisations can thrive.

Investing in employee wellbeing can lead to increased resilience, better employee engagement, reduced sickness absence and higher performance and productivity.

Delivering the strategy will support us in recruiting and attracting the very best people to Glasgow Life and will improve our employee engagement.

Growing evidence shows that the workplace has an important impact on the

wellbeing of individuals, families, and communities. Being at work can offer financial reward, social connections, satisfaction, and a sense of belonging, meaning and purpose. We spend a significant proportion of our working hours at work, and Glasgow Life plays a significant part in influencing our overall health and wellbeing.

Our 2023 colleague survey in which 42% of our employees participated, highlighted the importance of wellbeing within Glasgow Life. We created a listening group to focus on Workforce Support, Recognition and Development and an outcome of this was the creation of the My Wellbeing Working Forum.

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What does wellbeing mean?



It is important for us to set out the definition of wellbeing.

The Chartered Institute of Personnel and Development (CIPD, 2016) defined 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.'

Glasgow Life recognises that an individual's wellbeing means different things to different people at different times. It comprises two main categories, the physical and mental health of an individual. Good health and wellbeing is about being emotionally healthy as well as physically healthy. It is about feeling able to cope with normal stresses and living a fulfilled life. An individual's wellbeing can be affected by factors

like financial worries, work stressors, and the environment in which an individual lives. Wellbeing is also affected by whether or not an individual feels in control of their life, feels connected with people and communities and/or suffers from feelings of anxiety and isolation.

Our Wellbeing Priorities

Glasgow Life aims to provide employees with advice, guidance, and access to resources to promote, support, and encourage them to look after their own wellbeing and resilience (self-care). Our strategy is made up of three key priorities:

1. We will provide a healthy, happy, and purposeful environment that encourages a culture which promotes the physical and mental wellbeing, inclusive of all our employees across our services.
2. We will create a workplace where employees can be supported to develop a work/life balance.
3. We will promote an environment where My Wellbeing is integrated into day-to-day practices – where it is at the heart of everything that we do.



Our Wellbeing Strategy Pillars



Our strategy outlines six wellbeing Pillars:

Physical

- Provide the opportunity and support for all employees to increase physical activity.
- Raise awareness of healthy lifestyle options and support these in the workplace.
- Develop, review, and maintain policies, procedures, and facilities to support employees, for example, through access to physiotherapy, rehabilitation, occupational health, phased returns.

Mental

- Manage stress proactively, including ensuring that stress risk assessments are in place and completed where required.
- Develop, review, and maintain policies and procedures that represent best practice with regard to mental health, ensuring that we have an open and inclusive workplace culture which displays respect for those experiencing mental ill health and challenges the stigma around this.

- Encourage reasonable workloads that supports a good work/life balance.
- Offer support to all employees through the provision of counselling services on request, free of charge.
- Enable and equip employees with the skills, knowledge, and confidence to support themselves, and others as appropriate, who may be experiencing poor mental health.

Our Wellbeing Strategy Pillars

Environmental



- Ensure that the work environment is safe, with safe working practices and equipment.
- Provide workspaces that are designed, not only to be comfortable and meet the ergonomic needs for work, but where employees feel valued and inspired.
- Create an environment which celebrates equality, diversity, and inclusivity, as outlined in our EDI Strategy 2023-28.



Social



- Ensure our flexible working policies align with best practice.
- Promote a culture that recognises the impact of connections, the value of downtime and the need for healthy sleeping patterns.
- Encourage civic and community engagement to improve a sense of belonging and create strong links within the wider environments in which we live and work.
- Provide opportunities for employees' involvement in activities, in and out of work time, including opportunities for volunteering.

Financial



- Ensure financial planning and advice is available to support employees at all stages of their career.
- Promote best employment practices, including gender pay gap, and fair work first.
- Communicate on current pay and reward and signpost employees to sources of financial advice

Emotional



- Encourage and support employees to develop both personally and professionally.
- Provide a wide range of resources for employees to manage self-care.
- Promote a culture of zero tolerance of bullying and harassment.

Our Action Plan

This strategy will be supported by our action plan, outlining how we will deliver and measure our Priorities over the next 3 years.

The delivery of the action plan is driven by our My Wellbeing Working Forum, comprised of voluntary representatives from across service areas. This group will lead and champion the delivery of the action plan and communicate relevant progress to the organisation. We will achieve this through regular review, measurement and monitoring of actions, KPI's, and the use of relevant outcomes of the annual colleague survey.



