

**Staff Wellbeing Pulse Survey April 2023 – Results**

Thanks to staff who took time to complete the pulse survey sent out to staff in April. Over 300 of you used this opportunity to have your say on a number of statements and to suggest some wellbeing initiatives.

* 65.5% of staff agreed that Liverpool Hope takes the wellbeing of its staff seriously
* 79.5% of staff said they would know where to get support if their mental health was impacted
* 66.6% of staff said they would feel comfortable discussing their mental health with their line manager
* 84% of staff said they would like us to organise more mini health checks (to date the following have been carried out):
  + 75 x Bone Density checks
  + 60+ x Mini Health checks (including cholesterol, blood pressure and weight checks)
  + 30 x Mini Massages

**Ongoing Actions:**

***Workload***

Action: The University to ensure the new workload model is ready and fully understood by academic staff and managers for the 23/24 academic year with the continued monitoring arrangements kept in place

***Support for staff relating to their mental health***

Action: Following on from management guidance issued to managers in March, further specific training to be provided to include mental health first aid and “supporting others”.

***Flexible and Hybrid Working***

Action: The University to review its position on agile working

***Childcare***

Action: Hope Park Sports have introduced a Kids sports camp for this year’s summer holidays

***Annual Leave Entitlement***

Action: The VC announced in May that from the next academic year, all support staff up to Grade 7 will get an additional three days annual leave and staff at Grade 8 or above will get an additional two days.

***Support for women going through perimenopause/menopause***

Action: Guidance for managers on how to provide support is currently being developed and HR have organised a number of events and discussion groups around menopause

***Availability of the Woodland Walk***

Action: The woodland walk is now open every day for staff to enjoy