

# Staff Mental Health and Wellbeing Policy

## Introduction

The School commits to providing an inclusive workplace where the physical, social, emotional and mental wellbeing of staff enables them to achieve their full potential and thrive at work. By fostering a working environment that supports employees' wellbeing at work, the School aims to deliver a positive employee experience that engenders commitment and loyalty as well as enabling personal and collective success. It is recognised that committed staff, who feel supported in the workplace and have a strong sense of belonging, are integral to the success of the LSE Strategy 2030.

The School seeks to support all strands of wellbeing in the workplace, whilst recognising that mental and emotional wellbeing can underpin much of a person's sense of wellness. As such, developing a School environment that understands we all have mental health that will fluctuate over time, just as we all have physical health that will change, is at the heart of this policy.

## Policy aims

Our commitment is to:

- Actively create and promote the conditions for wellness, taking into account the individualised nature of social, physical, emotional and mental needs.
- Create a positive, healthy and inclusive working environment where individuals are supported to perform to the best of their abilities and, through this, will be resilient and adaptable in the face of change.
- Develop line managers to understand how wellbeing impacts upon healthy, happy and productive teams, whilst equipping them to support their staff as their mental, emotional and/or physical health needs change or are disclosed.
- Ensure that risk factors leading to workplace stress are minimised or mitigated, putting support in place for individuals who are experiencing a high degree of stress irrespective of the reduction of risk.
- Foster a personal and shared responsibility for wellbeing, with all individuals in the School community contributing positively towards the School environment through their behaviours, words and deeds, and in accordance with the School's Ethics Code.

## Policy principles

The working environment at LSE will be one where staff:

- a) Can work safely, comfortably and with minimal risk to their health*
- b) Feel valued and supported*
- c) Have an appropriate work-life balance*
- d) Are confident that their health and wellbeing matter to the LSE*
- e) Feel confident, equipped and supported to demonstrate resilience and respond flexibly and positively to both temporary increases in demand and an evolving work environment*
- f) Are provided with advice, support and a working environment that encourages healthy lifestyle choices*
- g) Feel able to seek support from their line manager, work colleagues or other sources of assistance in relation to stress and other mental health issues.*

We will progress the wellbeing policy through a detailed action plan [*link*] underpinned by the following key themes:

1. **Collaborating** with key internal and external partners to create a shared understanding of wellbeing in the workplace and to develop appropriate wellbeing interventions.
2. **Promoting** better social, physical and mental wellbeing through an improved bank of information resources and encouraging participation in healthy initiatives at individual, team and School levels.
3. **Training** and supporting our leaders and managers to manage staff effectively and create a healthy working environment.
4. **Creating** a community of wellbeing volunteers to develop and co-ordinate a range of 'grassroots' wellbeing initiatives, whilst providing opportunities for the wider School community to contribute ideas and to engage and connect with other members of staff.