








Wellbeing and working differently

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Wellbeing and Development for colleagues working differently

“ There is a difference between what we think is physically safe and what we think is psychologically safe. Psychological safety is at least as important as physical safety. ”
Professor Jacqui Ramagge, Executive Dean (Science)


Continuing Personal Development 	Financial Wellbeing Information 	Health and Wellbeing of yourself and others 
Managing and leading teams who are working differently 	Staying in touch with members of your team 	Working from home / working differently 

Covid-19 has meant previously unimaginable changes for all of us.

We want to do all we can to help our communities during this unprecedented time.

A comprehensive web site has been developed - focusing on a 6 key areas

<https://www.dur.ac.uk/od/remotesupport/>
These pages have had over 25,000 views since they were launched mid March



Working from home /working differently

Working from home / working differently



Development programmes

How to work successfully from home

1-hour workshop for colleagues who found themselves working from home.

552 colleagues attended

Leading dispersed teams

1.5hr workshop for managers supporting them in leading teams who are working differently

124 colleagues attended

Working from home guidance

Further support

Safety and domestic violence at home during Covid-19 restrictions

Bullying, harassment, hate and sexual misconduct issues

Employee Assistance Programme



<https://www.dur.ac.uk/od/wellbeingandworkdiff/differentlyandpersde/>



Staying in touch with your team

Staying in touch with members of your team



Conversation Compass

The Conversation Compass provides a framework of key conversational points, by which we can navigate through individual experiences, select the focus of interactions, and enable a tailored personal approach. The individual experiences can include:

Onboarding & Induction

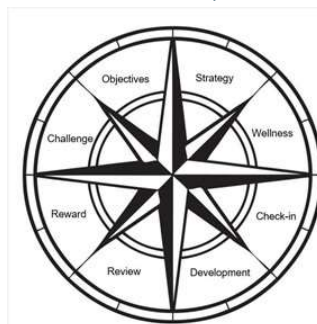
Working differently

Reviewing performance

Reboarding

Keeping in touch with colleagues

Who couldn't work from home



<https://www.dur.ac.uk/od/wellbeingandworkdiff/stayingintouch/>



Continuing Personal Development

Continuing Personal Development



Online Personal Development

Online resources have been mapped to 15 of our most popular face to face development sessions to enable colleagues to continue with their CPD during this time.

ILM leadership programmes

Technicians

Equality, Diversity and Inclusion development

Digital and Numeracy Skills

Personal Development Workbooks

<https://www.dur.ac.uk/od/wellbeingandworkdiff/persdevelop/>

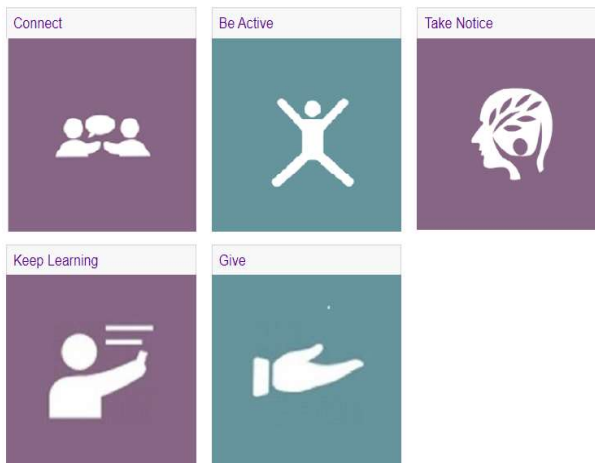


5 Ways of Wellbeing at Durham

We developed this resource with input from specialist areas across the institution e.g. Counselling, Occupational Health, H&S, Team Durham & Chaplaincy and signposting to a comprehensive range of external support, advice and counselling.

In this site there are **over 50 ways** of how we can help each other or individuals can help themselves linked to the 5 core wellbeing approaches

1. **Taking Notice**
2. **Give**
3. **Keep Learning**
4. **Be Active**
5. **Connect**



<https://www.dur.ac.uk/od/wellbeingandworkdiff/fiveways/>



Managing and leading teams who are working differently



A number of online resources, webinars, best practice guides, communication tools and also case studies that have been compiled from Academic and Professional Service heads - have been developed specifically for managers who are supporting teams working in different ways - addressing the key themes;

Communicating with the team

Setting and agreeing expectations

Managing the wellbeing of your team

Induction of new members of staff

<https://www.dur.ac.uk/od/wellbeingandworkdiff/leadingteams/>

Financial Wellbeing



The benefits which are still available as a member of staff at Durham University and also some points of reference for advice in areas such as budgeting and financial planning

Financial Wellbeing

Positive steps

Manage/Save/Review

Seeking help

Staff Benefits

<https://www.dur.ac.uk/od/remotesupport/financial/>

Spreading the word about Wellbeing

The webpages have been promoted via; the Covid-19 support pages, dialogue signpost and message of the day

Help us Help You – Microsoft Team

Wellbeing and Working Differently channel - we update daily with new ideas for wellbeing – responding to issues raised via the above networks.

The OD team members have met with the following groups to gain feedback and then responded to issues raised; the Faculty EDI leads, Faculty managers, HRBPs.

All well being initiatives have been promoted via emails to;

HODs of department, Colleges and Professional services, all staff, Aurora, Inspiring Women, Coaching and Mentoring network, ILM leadership cohorts, training champions, departmental managers, EDI leads

Communities of Practice: to continue to share ideas, update and inform on Wellbeing approaches and issues



What next?

**Reawakening – Co
creating our Durham
future through
Personalization at work
and Job Crafting**