

Mr John Gilchrist
Freedom of Information Officer

17 December 2018

Ref: FOI/November 2018/ Vida Douglas

By email to request-535013-81bf3122@whatdotheyknow.com

The Burroughs
Hendon
London
NW4 4BT
United Kingdom

Tel: +44 (0)20 8411 4061
e-mail:
j.gilchrist@mdx.ac.uk
www.mdx.ac.uk

Dear Ms Douglas

Your request for information received on 25 November 2018 has been dealt with under the provisions of the Freedom of Information Act 2000 (FOIA).

You asked:

I am writing to request information under the Freedom of Information Act 2000. I would be interested in any information held by your organisation regarding my request on staff wellbeing in Higher Education (HE).

I would like to request the following information, covering the last 12 months:

1. The job title of the senior manager with lead responsibility for staff wellbeing in the University.
2. The number of mental health specialist staff available within the university to support staff wellbeing.
3. A copy of the University's Policy (procedures)/other relevant document(s) to support the wellbeing of staff.
4. The type of services offered to support staff wellbeing in the University
5. The number of referrals to services offered where staff wellbeing was a primary reason for the referral
6. Staff take up (number) by each service offered to support staff wellbeing.

University Response

1. Health & Safety Manager (Occupational Health and Wellbeing)
2. Staff have access to the following services:
 - Self-referral scheme for telephone and face to face counselling through our Employee Assistance Programme.

- One member of staff to carry out stress risk assessments against the HSE stress management standards.
- 4 Mental Health First Aiders.
- Injury rehabilitation clinic run by a qualified Sports Rehabilitator.

3. Please see attached documents to this correspondence.

4. The type of services offered to support staff wellbeing in the University

- Occupational Health referral scheme
- On-site parking as a reasonable adjustment
- DSE assessments
- Online DSE training
- Stress risk assessments
- Eye care scheme
- Pre-employment medical screening process
- Return to work advice / support
- Injury rehabilitation clinic – discounted fees
- Flexible working
- Ability to work from home.
- Employee Assistance Programme
- Mental Health First Aid
- Resilience Training through staff development
- Calendar of wellbeing activities
- Specific events surrounding wellbeing / health awareness days
- Annual staff wellbeing conference
- Annual health screening for blood pressure and body fat
- A subsidised gym
- Healthy eating options at campus catering outlets
- Health & Wellbeing Champions
- Rest breaks
- Contribution pay scheme

5. It is not possible to answer this question. Staff access services for a number of staff wellbeing related issues but it would be classified differently.

6.

	17/18
DSE Assessments	70
Online DSE training	919
Eye Care	85
Assessments for health related reasonable adjustments	61

Staff gym users	182
Wellbeing conference participants	1143

I trust this satisfies your request sufficiently. Under the Freedom of Information Act 2000, you have the right to complain about the University's response to your request for information. If you have such a complaint, you may contact Mr David Maplas, Director of Student Affairs, Middlesex University, Hendon campus, London NW4 4BT, tel: 020 8411 5830, d.malpas@mdx.ac.uk within 40 days of the date of this letter for a review of the University's decision. If you remain unsatisfied with the outcome of that complaint, you may seek further recourse by lodging an appeal with the Information Commissioner.

Yours sincerely

John Gilchrist
Freedom of Information Officer