

Your health and
well-being at Bristol



Your health and well-being at Bristol

How are you?

Part of our commitment to creating a Positive Working Environment is developing positive initiatives to improve your well-being at work and avoid workplace stress. This zen-card is a compact source of information about the support available to help you take positive action to improve your working life.

Who can help me improve my well-being?

Career development

If you are thinking about your career you may wish to discuss your options in an impartial and confidential setting. Clare Brophy is the careers development adviser for all staff and offers one-to-one coaching sessions as well as group workshops. Sarah Musson offers careers support specifically for research staff.

Clare Brophy

T: 0117 33 17801

E: clare.brophy@bristol.ac.uk

Sarah Musson

T: 0117 33 17071

E: sarah.musson@bristol.ac.uk

Performance and development coaching

Coaching is a one-to-one process that can help you to achieve personal goals relating to aspects of your work, performance or work-life balance. Coaching can provide valuable insight into where you are now, where you would like to be and how best to get there.

For more information visit the performance coaching pages at:

www.bristol.ac.uk/staffcounselling

Jean Crispin

T: 0117 930 0261

E: jean.crispin@bristol.ac.uk

Staff counselling service

If you would like to discuss personal or work-related issues in a confidential setting contact the staff counselling service. The aim of counselling is to develop insight into problems, to feel more in control of the situation and make informed choices that are right for you.

For more information visit:

www.bristol.ac.uk/staffcounselling or call the confidential 24 hour phone line on 0117 954 5704.

Careers, coaching and counselling

As it can be difficult to look at work issues in isolation from the rest of our lives the counselling, coaching and careers development services sometime overlap and people may use a combination of these to meet their own needs. If you are not sure what kind of support would help you, you can have an informal chat with someone who can tell you more about the different support on offer and help you work out where to start.

Jean Crispin

T: 0117 930 0261

E: jean.crispin@bristol.ac.uk

Academic family life group

Open to all lecturing and research staff at all stages of their careers, this group holds informal support meetings to share information and

provide a 'safe' forum in which colleagues can ask questions, raise issues, discuss solutions and highlight training needs.

Find more information about the group at: www.bristol.ac.uk/personnel/researchstaff/development

Rachel Flecker

T: 0117 33 17267

E: r.flecker@bristol.ac.uk

Centre for sport, exercise and health

The Centre for sport, exercise and health can help you take stock of your health and well-being. The Wellness Day provides an excellent opportunity to do this, details about the day and booking can be found at: www.bristol.ac.uk/personnel/sdev. The centre also offers professional health and exercise advice, treatments for injury and illness, as well as a wide range of programmes and facilities for staff.

Find out more at:

www.bristol.ac.uk/sport

Kate Falkner

T: 0117 33 11138

E: kate.r.falkner@bristol.ac.uk

International staff adviser

If you are an international member of staff, you can access advice and support on any aspect of living and working in the UK from

the international staff adviser Ri'Anna Stueber. Ri'Anna offers both appointments and drop-in sessions and a comprehensive web site offers more information: www.bristol.ac.uk/internationalcentre/staffsupport

Ri'Anna Stueber

T: 0117 954 5849

E: international-staff@bristol.ac.uk

Equality and diversity networks

These networks provide an opportunity to meet informally with others to share experiences and help develop initiatives to encourage greater diversity amongst all colleagues. The networks are for black and minority ethnic staff, disabled staff, and lesbian, gay, bisexual and transgender staff.

For more information about these groups and how to get involved visit the staff networks page at:

www.bristol.ac.uk/equalityanddiversity

Tracy Brunnock-Cook

T: 0117 331 7029

E: tracy.brunnock-cook@bristol.ac.uk

Dignity at work advisers

If you are experiencing harassment or bullying, or have been accused of it, and you do not initially want to discuss this with your line manager, you can talk to an adviser informally and in

confidence. A full list can be found on the Dignity at Work web pages at: www.bristol.ac.uk/staffcounselling

Jean Crispin

T: 0117 930 0261

E: jean.crispin@bristol.ac.uk

Occupational health

Occupational health aims to prevent ill health in the workplace by looking at how work and the work environment affect health. The service provides employment health assessments and support, especially after illness or injury and may advise on workplace adjustments to aid rehabilitation back in the workplace. The service is situated in Hampton House Health Centre.

Pippa Turner

T: 0117 330 2572

E: pippa.turner@bristol.ac.uk

Personnel managers

Faculty personnel managers provide advice and support to ensure that the University is making the most of the people it employs. As a result personnel managers should not solely be viewed as a resource for line managers, and are happy to advise on a number of employment related people issues. Contact details for your personnel manager can be found at:

www.bristol.ac.uk/personnel

Research staff

departmental reps

For research staff, the research staff departmental rep is a first point of contact. They will be up to date with changes in University policy and development and will be able to feed any concerns or issues you might have into central processes. To find out who your rep is go to: www.bristol.ac.uk/personnel/researchstaff/department/ or contact natalie.smith@bristol.ac.uk, the administrator of the group.

Travel to work

Have you ever thought about different ways of travelling to work? For ideas visit: www.bristol.ac.uk/pwe

Your manager

You should have regular one to one meetings with your manager when you can raise any issues that are affecting your well-being at work. Your manager can help you to find ways of reducing stress in the workplace. To see the University policy on employee well-being and the guidelines for individuals and managers visit: www.bristol.ac.uk/personnel/policies



University of
BRISTOL



www.bristol.ac.uk/pwe