

THE AWARDS 2021

Outstanding Contribution to Equality, Diversity and Inclusion

Institution name	University of Strathclyde
Submission title or project name	A Wellbeing Organisation
Nominee/key personnel	
URL	
Submission	<p>As a university that lives by its organisational values, especially being 'people-oriented', we recognised the additional pressures and anxiety placed on our colleagues by the coronavirus pandemic.</p> <p>We quickly put in place measures to support staff, particularly those with caring responsibilities for children and relatives. These included offering flexible working options, short term career breaks, and additional annual leave purchase. With schools closed we told staff with children to 'do what you can when you can' and acknowledged childcare as part of their job.</p> <p>One of the most innovative and well-received initiatives was our Friday Rest and Recuperation Days, instigated at the outset of the lockdown, during which staff did not need to be available for work, and were encouraged to focus on their family, health and wellbeing. The initiative recognised the diversity of our workforce and sought to support everyone to balance their work and home lives.</p>