**Staff Mental Health and Wellbeing Steering Group**

Terms of Reference

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• Set the direction for a strategic and holistic approach to staff mental health and wellbeing across UCL and SUUCL.

• Foster a learning and working environment that is inclusive, caring and supportive. That promotes good health and wellbeing and is the foundation for our achieving our mission, staff success, high performance and organisational culture.

• Work towards embedding and mainstreaming equity and inclusion into our thinking around mental health and wellbeing and the interventions delivered to support the wellbeing of staff.

• Discuss and agree a response to any emerging issues, trends and guidance in the sphere of staff health and wellbeing.

• Promote the Staff Mental Health and Wellbeing Plan wherever possible, acting as ambassadors to ensure it is well known across UCL and SUUCL. Champion wellbeing-promoting initiatives, campaigns and approaches.

• Reviewing the Wellbeing Survey, Your Wellbeing Pulse Survey and other data collected by UCL as appropriate.

• Oversee the implementation and review of the Staff Mental Health and Wellbeing Plan. Ensure that UCL and SUUCL work in partnership to deliver the Plan and any changes are informed by staff voice. Assess and approve the Strategy’s action plan.

• Identify opportunities to share insights with the Student Health and Wellbeing Steering Group and look for ways to strengthen the relationship between the two strategies.

• Ensure that decisions about health and wellbeing interventions/supports are informed by the best available evidence and that practice incorporates the ongoing evaluation of outcomes.

• Review and approve the Staff Mental Health and Wellbeing Plans progress report, which is to be submitted to HR Policy Committee, Health and Safety Committee, Student Experience Committee and Council annually.