

People & Culture Committee

Date of Meeting	18 February 2026
Paper No.	PCC2-G
Agenda Item	5.2.2
Subject of Paper	Staff Wellbeing & Engagement Survey Progress Report
FOISA Status	Disclosable
Primary Contact	Scott M. Harrison, Organisational Development Manager
Date of production	30 January 2026
Action	For Noting

1. Recommendations

1.1 For the Committee to note progress with staff wellbeing and engagement.

2. Consultation

2.1 Consultation has taken place with ELT, SMT, Brand & Communications, Organisational Development, ED&I, HR, Student Experience, Procurement, Finance and Trade Unions.

3. Key Insights

3.1 Last year we provided managers with training to create wellbeing action plans from the Robertson Cooper Good Day at Work survey. A college action plan was also created and improvements made communicated through our Voice to Vision campaign. We are now working with Procurement to begin planning our next wellbeing survey in 2026-27. We envisage Robertson Cooper will once again be a potential partner which could provide continuity with the last two wellbeing surveys conducted in the college.

3.2 One City returned to the College in June 2025 to offer staff development and an opportunity to celebrate our staff. The day included: workshops, spotlight talks/demonstrations, a social village and wellbeing hub. The day concluded with a

drink's reception, raffle and staff awards. The feedback from the return of this event has been extremely positive with 99% of staff reporting that they enjoyed taking part in fun activities and having the opportunity to engage with other staff. We have now issued a "Save the Date" for our next One City on 23rd June 2026. A similar approach has been adopted with the formation of a steering group which has met for the first time to begin planning our programme. We are working with the Procurement team to contact partners for potential sponsorship of the event.

3.3 January is often associated with a time of year when the darker days can affect one's mood or those with Seasonal Affective Disorder (SAD). In the style of "Blue Monday" campaigns, the Wellbeing team will be motivating and supporting our staff with "Brew Monday". We will be issuing staff with a small gift bag in early February that includes: a speciality tea bag, cereal bar, inspirational quote/wellbeing activity card, staff benefits card, and a mental health support card.

3.4 The Wellbeing team have organised a new programme called Coffee Mates. Staff that volunteered were matched with a colleague to meet up and grab a coffee and a chat using a 50% voucher off their coffee purchase. This provides an opportunity for staff to meet new people and take a proper break away from their desk. So far, 36 people have signed up, and the feedback had been overwhelmingly positive. We will soon offer this opportunity again to all staff.

3.5 The College worked in partnership with [Scotblood](#) for a blood donation drive at both campuses in November 2025 with 102 staff and students donating blood. We plan to replicate this each semester.

3.6 The Wellbeing team shares important information with staff on MyConnect about the four wellbeing pillars: mental health, physical health, financial wellbeing, and social connections. Recent focus has been on supporting financial advice for staff planning for retirement, pension planning, and for staff that will soon be transitioning from a four-weekly to monthly pay process. This advice is offered in the form of webinars, in-person workshops, posters and flyers, newsletters, and signposting to external partners.

3.7 The College is reinstating our [Mental Health First Aid](#) (MHFA) programme. Our Wellbeing Officer has recently completed MHFA training which will enable us to train staff internally on a rolling basis. We have opened applications to staff who would volunteer as a first point of contact for colleagues who may be struggling, and signpost them to appropriate support. To date we have received 38 applications, and these are in the screening process.

4. Impact and Implications

4.1 The College plans to issue another wellbeing survey in 2026-27 in support of our Strategic Plan 2021-30 Priority 3: "To live our values, value our people, and innovate in partnership."

4.2 In order to continue to host staff appreciation and social events, as well as One City, a dedicated budget and/or sponsorship will be required.