

People & Culture Committee

Date of Meeting	29 October 2025
Paper No.	PCC1-H
Agenda Item	5.7
Subject of Paper	Staff Wellbeing & Engagement update
FOISA Status	Disclosable
Primary Contact	Scott M. Harrison Organisational Development Manager
Date of production	1 October 2025
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, IT, Performance, Finance, Estates, Facilities and Trade Unions.

3. Key Insights

3.1 The Wellbeing team have continued to work with managers to implement wellbeing action plan improvements identified from the Robertson Cooper [Good Day at Work survey](#). A campaign entitled *Voice to Vision* has been created to share information on cross-college improvements since the Robertson Cooper survey. An area has been created on MyConnect to share an overview of improvements to date (**Appendix A**), and a slideshow with further detail on each area of development (**Appendix B**). Posters have been placed in staff areas with a QR code to visit MyConnect and find out more information on these improvements (**Appendix C**).

- 3.2** Stemming from the Robertson Cooper developments, the College has implemented many positive staff initiatives. One City returned to the College in June 2025 to offer staff development and an opportunity to celebrate our staff. The day focussed on four themes: workshops, spotlight talks/demonstrations, a social village and wellbeing hub. The day concluded with a drink's reception, raffle and staff awards.
- 3.3** Long service awards returned on 9 October 2025 with 42 staff being recognised at this ceremony for 30+ years of service. There are four staff that have over 40 years of service at the College. We are also recognising all staff that have achieved a milestone since the last long service awards in 2018 with a total of 761 (66%) staff being recognised.
- 3.4** As staff returned from the summer break, two successful *Campus Catch Up* coffee mornings were held across both campuses. This was an opportunity to welcome staff back, allow staff time away from their desks to socialise, and to start the new term with fun and relaxation to show our appreciation for our staff.
- 3.5** The Wellbeing team have organised a new programme called *Coffee Mates*. Staff will volunteer to be matched with a colleague to meet up and grab a coffee and a chat using a 50% voucher off their coffee purchase. Again, this provides an opportunity for staff to meet new people and take a proper break away from their desk.
- 3.6** Free flu vaccines from PAM Assist will be administered on campus over five days across October and November. All 275 available appointments have now been filled (100%), and those on a waiting list have been offered a Boots voucher as an alternative.
- 3.7** The Wellbeing pages on MyConnect have all been refreshed with a new design, layout and information focussing on the four wellbeing pillars of: mental health, physical health, financial wellbeing, and social connections.

4. Impact and Implications

- 4.1** The College has delivered improvements to support all staff wellbeing. These targeted actions have helped to improve efficiency, wellbeing, communication and morale. College managers have been encouraged to continue to keep staff wellbeing and the Robertson Cooper survey results as a standing agenda item for discussion with their teams.
- 4.2** With the action plan improvements from the last Robertson Cooper survey now concluded, the College will now focus on preparing for the next wellbeing survey to be conducted in 2026-27.
- 4.3** 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.

Appendix A: Staff update on improvements on MyConnect

Appendix B: Voice to Vision graphics

Appendix C: Voice to Vision poster with QR code

Appendix A: Staff update on improvements on MyConnect

Theme	Action
Communication	The College has conducted a review of internal communications through a survey and focus groups with a view to updating and streamlining communications channels. We have several ways in which we communicate information to staff. These include: • City Life • City Together • Board papers • MyConnect • All managers' meetings • Principal's Briefings • Team newsletters • Team meetings • All staff emails The College held a Lightbulb event for cross-college staff to brainstorm ideas for improvements resulting in six cross-college projects.
Training & Development	The Organisational Development team support all staff to enhance their professional development in several ways. These include: • Over the last 3 years we have supported 48 enhanced qualifications. • Last year we supported 433 CPD requests. • Since December 2023, we have delivered Core Skills for Managers training to 368 colleagues. • We promote training and learning opportunities through the OD newsletter. • Successful One City event in June 2025.
Wellbeing	The Wellbeing team supports the wellbeing of staff in a number of ways: • We support mental and physical wellbeing through the Employee Assistance Programme, PAM Assist.

	• We support financial wellbeing via Edenred, our employee benefits platform, and promotion of credit unions. • Long service awards returning this autumn. • The Wellbeing Officer can provide wellbeing sessions to individuals and teams, with 13 sessions from January to June 2025. • Mental Health First Aid (MHFA) programme returning in 2025-26.
Performance	To aid communication of policy updates: • Staff can sign up for policy update alerts.
Estates	To create a comfortable working environment, the Estates team has confirmed: • Lighting in meeting rooms can be dimmed. Some lighting turns off/on by motion sensors. • Staff are encouraged to turn off lights in meetings rooms once finished to save on electricity spend. • Building has air monitoring systems and ventilation for CO2 and temperature. • Some windows open automatically to regulate temperature. • Building has sound absorption panels. • User guides are available for building systems and equipment.
Facilities	To ensure cleanliness in the workplace, the Facilities team have made the following changes: • A Cleaning Manager started in January 2025. • A cleaning audit was completed in April 2025. • Monthly cleaning audits were implemented in April 2025. • The Clear Desk procedure supports cleaners to effectively clean desk spaces.

Appendix B: Voice to Vision graphics



Big News from across the College!

We've been busy looking at how we talk, share and connect with each other...

- City Life
- MyConnect
- Team Newsletters
- City Together

- Board Papers
- Principal's Briefings
- Team meetings

- All managers' meetings
- Sign up for policy update alerts

VOICE TO VISION

Organisational Development - Supporting your Growth

We're serious about professional development – and the numbers prove it!



VOICE TO VISION

Supporting your wellbeing...

...because happy, healthy staff = a stronger College.

- ♥ Employee Assistance Programme (PAM Assist) for mental & physical health
- 💰 Financial wellbeing support through Edenred + credit unions
- 💬 23 wellbeing sessions delivered to teams and individuals in 2025 so far
- 🏆 Long Service Awards return this autumn!
- 🧠 MHFA (Mental Health First Aid) returning in 2025–26

VOICE TO VISION

IT - planned works for 2025



New PCs,
laptops &
AV screens



Focus groups
with Enquirer
users - tell us
what works and
what doesn't



Help guides
on MyConnect
for systems &
processes



4me Portal
for quick fault
reporting &
support

VOICE TO VISION

Creating a Better Working Environment

Estates & Facilities



Dimmable, sensor-controlled
lighting (remember to switch off
after meetings!).



Automated air monitoring &
ventilation for comfort.



Some windows adjust
automatically to regulate
temperature.



Sound absorption panels.



Cleaning Manager in post in
January 2025.



Monthly cleaning audits
happening.



Clear desk procedure makes it
easier for cleaners to deep clean
workspaces.

VOICE TO VISION

For more information email:
[staffwellbeing@
cityofglasgowcollege.ac.uk](mailto:staffwellbeing@cityofglasgowcollege.ac.uk)



Appendix C: Voice to Vision poster with QR code

