

REASON FOR STATEMENT

DTA Scotland recognises the importance of employee physical and mental wellbeing, and that these can be affected by factors both within and without the organisation. DTA Scotland is committed to ensuring that staff are effectively supported in the workplace, by establishing a positive working environment and by promoting health and wellbeing.

DTA Scotland understands that wellbeing is relevant to all employees and is experienced differently by all staff. It is therefore important to reduce stigma and raise awareness where possible.

GOAL

DTA Scotland is committed to providing a positive and supportive working environment for all employees.

OUR OBJECTIVES



1

Raising awareness on mental health and reducing stigma in the workplace



2

Encouraging a healthy work-life balance



3

Actively striving to manage stress in workplace



4

Ensuring that employees feel seen, heard and valued in a non-judgemental environment

HOW WE WILL ACHIEVE THESE OBJECTIVES

- Ensuring the Wellbeing Statement is represented in all aspects of the organisation
- Continuing to develop understanding of issues in the workplace that can impact employee wellbeing and address them
- Supporting employees to fulfil their job roles to the best of their abilities
- Creating a positive, healthy and non-judgemental working environment for all employees
- Supporting employees that are experiencing mental and physical health difficulties
- Holding DTAS accountable for ensuring that employees are supported
- Providing information to employees whilst raising awareness and address stigma in the workplace
- Continue to hold Wellbeing Focus Group meetings to discuss important topics and advise the wider organisation

DTAS RESPONSIBILITY & COMMUNICATION

- Ensure all employees are familiar with the Wellbeing Statement and understand how DTA Scotland aims to support staff
- Ensure that Senior Staff listen and support employees in a non-judgemental environment
- Regular communication between employees, reiterating the importance of the Wellbeing Statement and how DTA Scotland supports its employees
- Listening and responding to employees, promoting contentment in job roles
- To be flexible in accommodating those that are experiencing mental and physical health difficulties
- To provide ongoing training for staff based on wellbeing in the workplace

STAFF RESPONSIBILITY

- To ensure that the Wellbeing Statement is read and fully understood
- To support and respect colleagues to encourage positive physical and mental wellbeing in the workplace
- To actively participate in a countering stigma in the workplace



REVIEW OF SUCCESS

Deliver regular welfare checks.
(Annual wellbeing survey, appraisals,
regular contact with line managers etc.)



Analyse staff wellbeing and
retention, understanding the trends
and reasons for resignation



React and respond to staff
feedback that is within DTA
Scotland's control



Follow common practice across all
teams with DTA Scotland



Review the Wellbeing Statement
regularly to ensure it is current



Understand and address topics
advised by the Wellbeing Focus
Group

