

Wellbeing

Our ambition

We recognise that:

- We have a collective responsibility for embedding a culture of wellbeing at Arup
- We are a humane organisation and our wellbeing is at the heart of who we are
- Our ambition is to create and maintain an environment and work culture that promotes and supports our mental, emotional and social needs

Outcome

We are striving for a work environment where we:

- demonstrate resilience and have the capacity to overcome challenges and thrive
- show care for one another's wellbeing
- have the support and tools available to enable us to achieve a balance in life

We want “to make the environment and working conditions as pleasant as possible within the available means.”

Ove Arup, Key Speech

Wellbeing

Our commitments

1. We will promote an environment where wellbeing is part of the way we work
2. We will take a whole-person approach to wellbeing
3. Our Leaders will engage with, and be responsible for, our wellbeing commitments

1.

We will promote an environment where wellbeing is part of the way we work

- We will create a safe environment where we feel able to discuss wellbeing in an open and transparent manner. We will encourage and support each other to have confident conversations, to share experiences and knowledge, and raise the level of understanding of Wellbeing across the firm
- We will educate ourselves to recognise signals and help colleagues get appropriate support.
- We will promote and integrate wellbeing into our business activities, being mindful of workload and capacity and always respecting the need for a healthy, sustainable balance in life
- We will not tolerate harassment, bullying and discrimination whilst also protecting each other's psychological safety and health.

2.

We will take a whole-person approach to wellbeing

- We will promote self-care and make accessible a range of information, resources, tools, and support (including Employee Assistance Programmes) to increase our awareness and the importance of managing our own wellbeing.
- We will recognise the impact of events taking place outside of the workplace which affect our wellbeing and respond accordingly.
- We will communicate regularly across the firm about the importance of wellbeing with clear signposting to the tools and resources available.

3.

Our Leaders will engage with,
and be responsible for, our
wellbeing commitments

- Our leaders will have the necessary skills and knowledge to identify issues, manage concerns and deal with challenging or unfamiliar situations - not as an expert but as a guide.
- Where appropriate, we will develop training resources for leaders which embed wellbeing in practice; including how to tackle the causes of work-related health concerns and to support members who are experiencing mental health issues
- We will encourage our membership to share feedback about our ways of working, as well as those of the third parties we interact with – where there is an impact on wellbeing