

Staff-Led Wellbeing: Doing More With Less

Birmingham City University Library's Staff Wellbeing Group, established in 2022, has membership from across the library service. The group acts as a catalyst for Wellbeing activities for and primarily run by library staff

Who delivers the activities?

We make the most of the talents, skills & passions of library colleagues. This approach:

- Builds staff confidence
- keeps activities low cost
- Creates connections by helping us learn about each others interests

We also promote activities and initiatives delivered across the University, helping library staff make the most of opportunities available to them



How do we promote activities?

We use a range of channels to promote events and activities, including:

- The Library Newsletter
- Direct emails to staff
- The Library Intranet page and events calendar
- Posters in staff offices
- Word of mouth



How/ when are they delivered?

- A mix of online, in person & asynchronous activities
- Both during work & out of work hours
- Use of polls to determine the best times/ dates for some activities



Positives

- Well established group with strong management and staff support
- Opportunities to discover shared interests
- Pressure free events organised for you
- A chance to try new activities with colleagues
- Building connections across teams
- Breaking down hierarchy and barriers
- Dedicated time for staff participation

Challenges

- Procurement barriers to spending the wellbeing budget
- Engaging a broad staff audience especially men
- Maintaining momentum in regular groups

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