

School of the Arts

Equality, Diversity and Inclusion Update

Introduction

Happy New Year from the SOTA EDI team!

Since we are still in the middle of the pandemic, we thought you may want to know the University's policies and resources more than ever, to help manage our work and life. Instead of sending out news, this newsletter features the University's Flexible Working, Family Friendly policy and the Wellbeing Hub which aim to mitigate the impact of the pandemic on individuals.

We hope you will find this useful!



Wellbeing Hub and Health - Remote Working

Did you know the Wellbeing Hub which has collected a variety of services, policies and practices to support staff's mental, physical and personal wellbeing? To access this, please visit <https://www.liverpool.ac.uk/intranet/wellbeing/services/>

There are also some guidance and tips on how to maintain health remote working. These cover mental health and wellbeing, expectations, working environment, developing remote working skills and guidance for managers. To access this resource, please visit <https://www.liverpool.ac.uk/intranet/hr/working-from-home/>

Family Friendly

Did you know that the University has a number of Family Friendly policies in place to support staff in balancing work demands with family needs? These include [Maternity Leave policy](#), [Paternity Leave policy](#), [Shared Parental Leave policy](#), [Adoption and Surrogacy Leave policy](#), [Special Leave policy](#) and so forth.

In case you don't already know, there are a number of Family Friendly Advisors who can support staff or managers in various ways: signpost staff to relevant HR policies; provide basic advices on Family Friendly policies; offer a 'return to work' informal meeting with you; share their own experiences with you. For the list of advisors, visit <https://www.liverpool.ac.uk/intranet/hr/my-hr/information/policies/family-friendly-advisers/>

Flexible Working

Did you know that you can apply for changes in contractually agreed working patterns relating to the number of hours you work, the times you work and where you work? Examples of Flexible Working arrangements include reduced hours, compressed hours, non-standard working patterns, flexi-time, home working, job sharing, term-time working, shift working, staggered hours and annualised hours. Please note that unless stated in the request and agreed explicitly, changes made will be permanent.

If you are considering this, talk to your line manager. For details of the policy, visit: <https://www.liverpool.ac.uk/working/whyworkhere/familyfriendly/policies/flexible/>



Coming up

February is LGBTQ+ History Month and we will be sending out information on events planned within the university in a separate communication shortly.

We will also be celebrating International Women's Day on Monday 8th March! Music are currently finalising plans for an international conference to celebrate the day and we will circulate details in due course.

Join the SOTA Parents and Carers Network



Teams code

On 12th February we will be celebrating and welcoming the Year of the Ox/Cow.

To all our colleagues who will also be celebrating - Happy Chinese New Year!