



Research  
England

# Embedding Researcher & Research Professional **Wellbeing** into Research Culture

**Funder:**

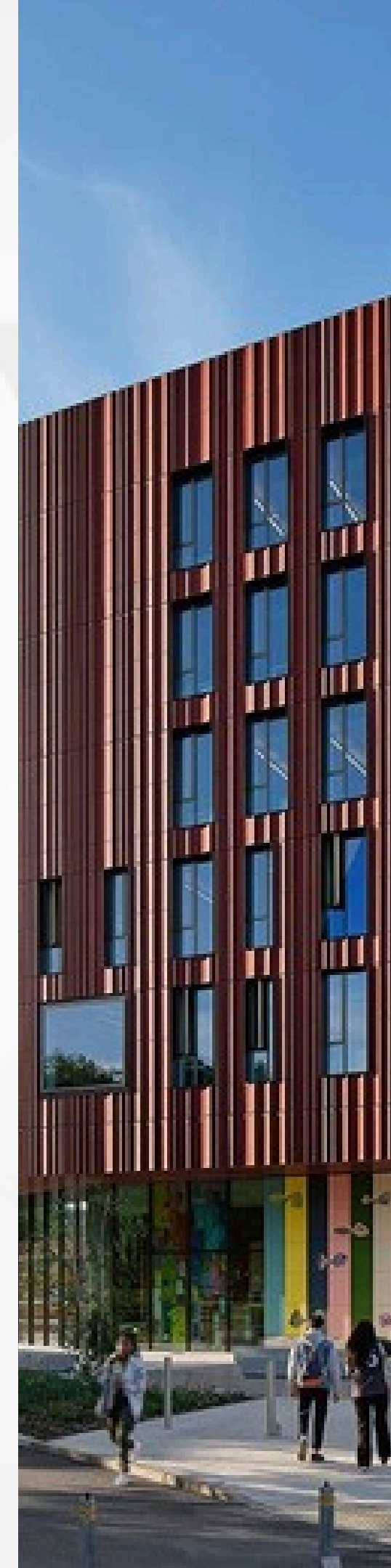
Enhancing Research Culture Fund, University of Warwick (2025–2026)

**Project Team:**

Profs Elena Riva, Carla Toro, Nicole Tang, Jagjeet Jutley-Neilson & Dr Amber Tout

# Project Background

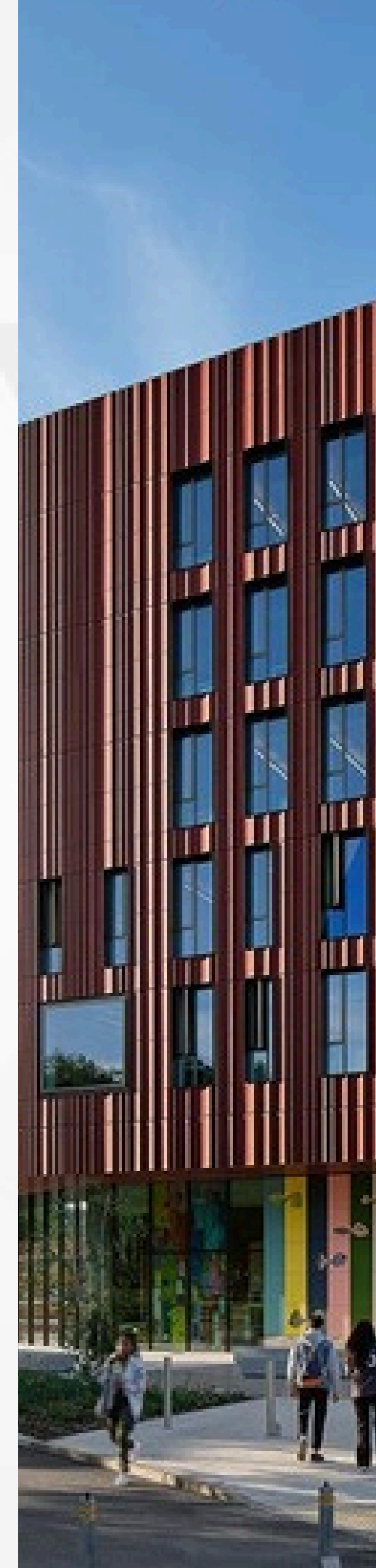
---



# Project Background

---

The wellbeing of researchers and research professionals in UK Higher Education Institutions is a pressing concern:



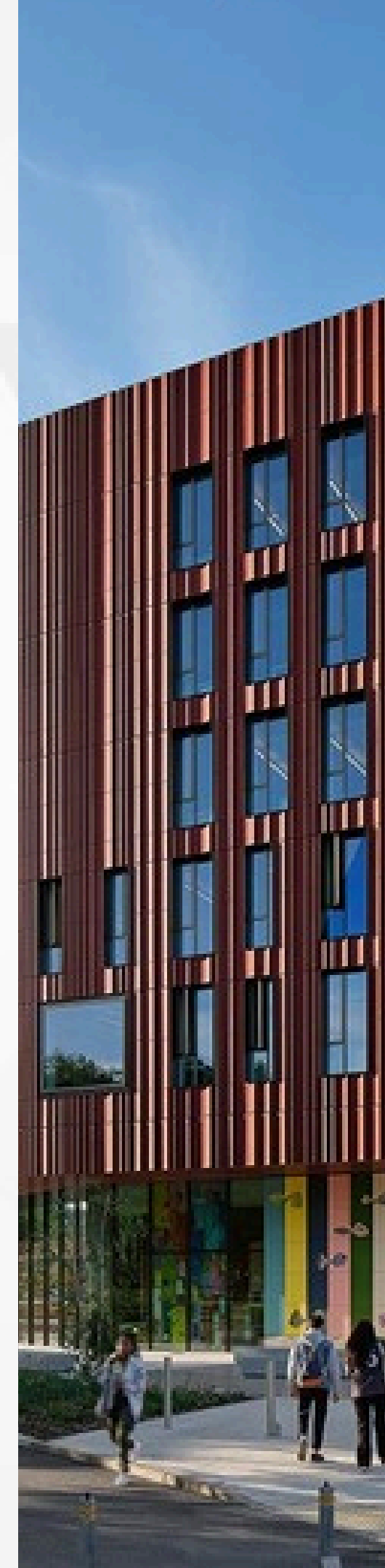
# Project Background

---

The wellbeing of researchers and research professionals in UK Higher Education Institutions is a pressing concern:

- **Over 50% of HE staff** show 'probable' signs of depression

*Wellcome (2020); ARMA (2020)*



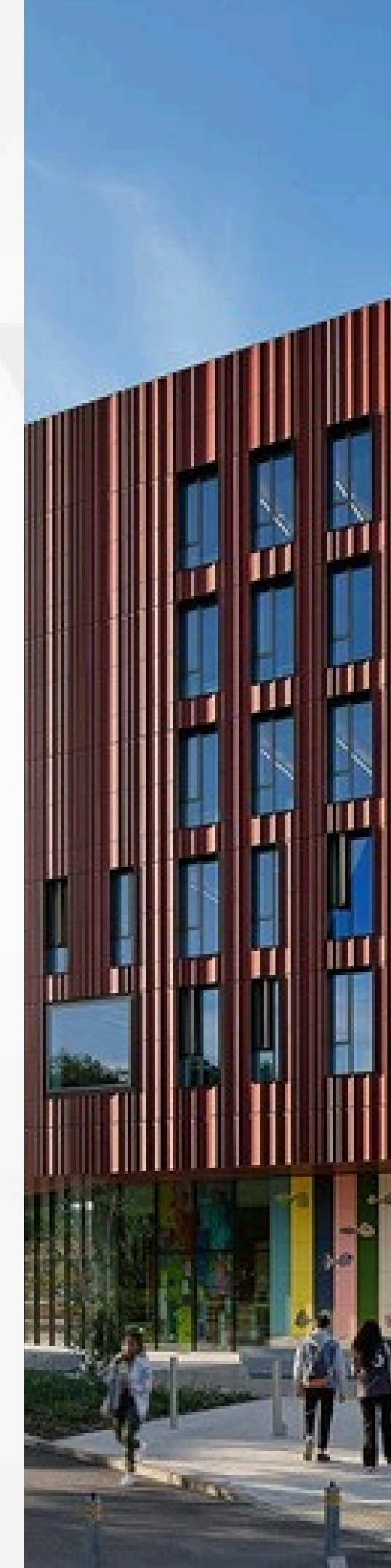
# Project Background

---

The wellbeing of researchers and research professionals in UK Higher Education Institutions is a pressing concern:

- **Over 50% of HE staff** show 'probable' signs of depression
- **1 in 3 research professionals** seek or receive professional help for depression or anxiety during their career.

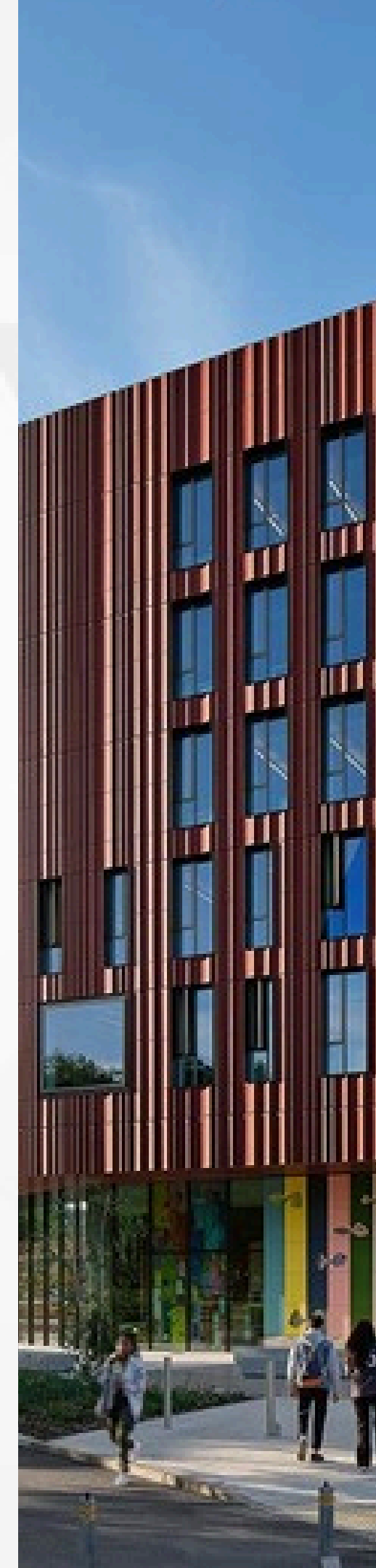
*Wellcome (2020); ARMA (2020)*



# Project Background

---

Wellbeing concerns are increasing in line with sector-wide pressures:



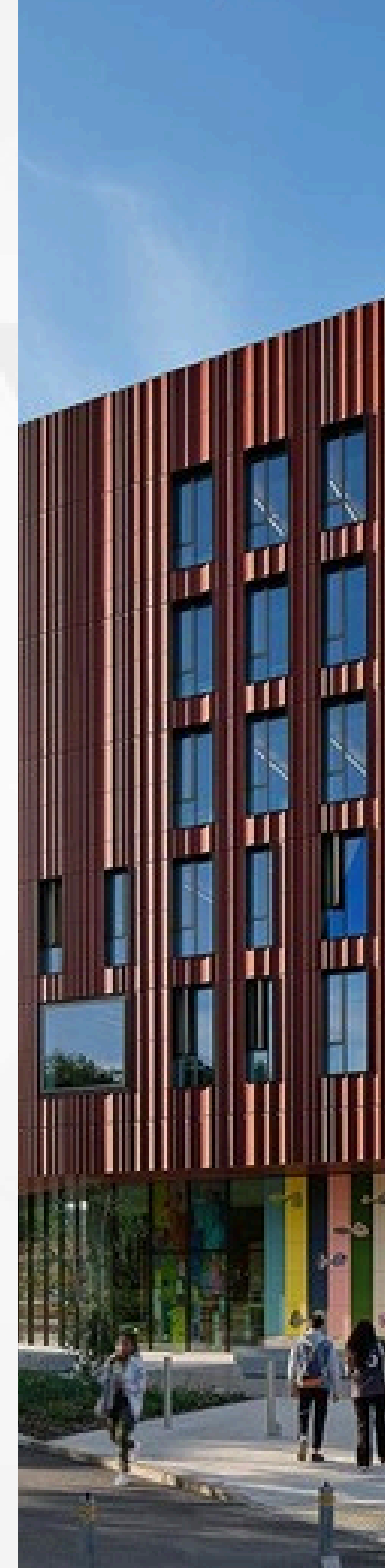
# Project Background

---

Wellbeing concerns are increasing in line with sector-wide pressures:

- **Excessive Workloads:** 78% of academic staff regularly work beyond contracted hours (7–10hrs per week)

*Workload and Stress Survey (UCU, 2021)*



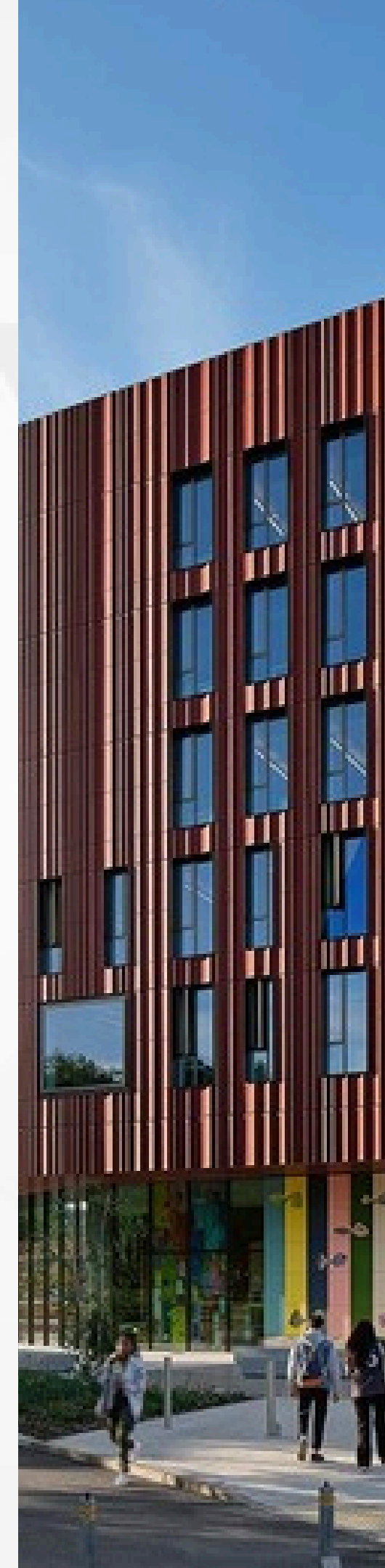
# Project Background

---

Wellbeing concerns are increasing in line with sector-wide pressures:

- **Excessive Workloads:** 78% of academic staff regularly work beyond contracted hours (7–10hrs per week)
- **Employment Precarity:** >60% of ECRs on FTCs

*Workload and Stress Survey (UCU, 2021)*



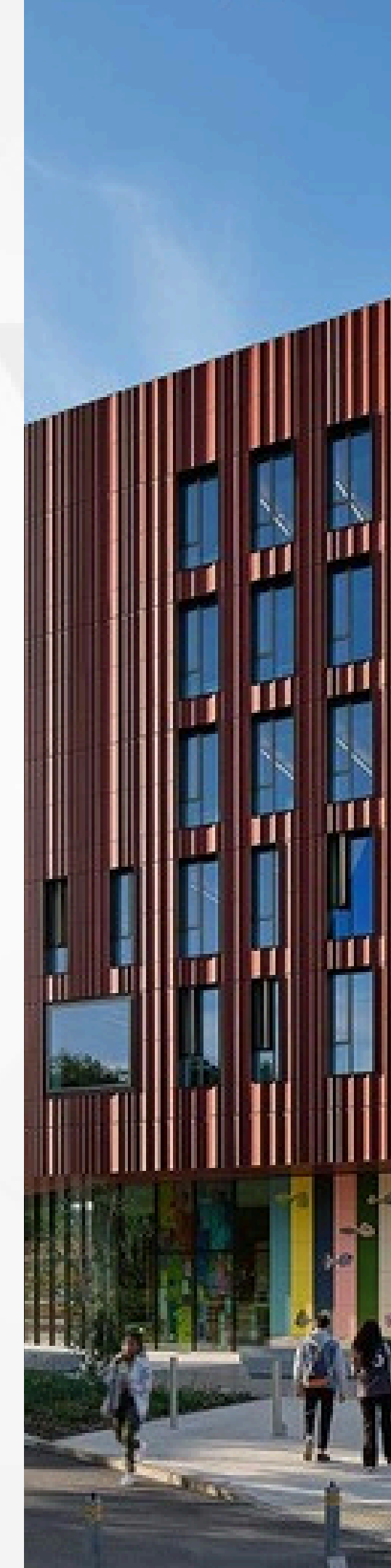
# Project Background

---

Wellbeing concerns are increasing in line with sector-wide pressures:

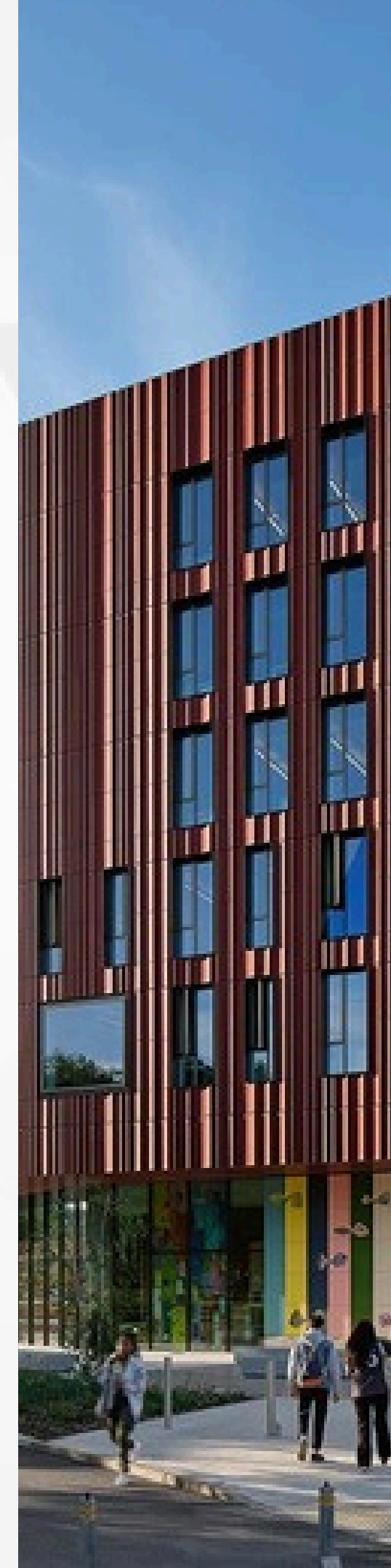
- **Excessive Workloads:** 78% of academic staff regularly work beyond contracted hours (7–10hrs per week)
- **Employment Precarity:** >60% of ECRs on FTCs
- **Expanding Roles & Responsibilities:** 35% considered leaving the sector due to stress

*Workload and Stress Survey (UCU, 2021)*



# Project Aims

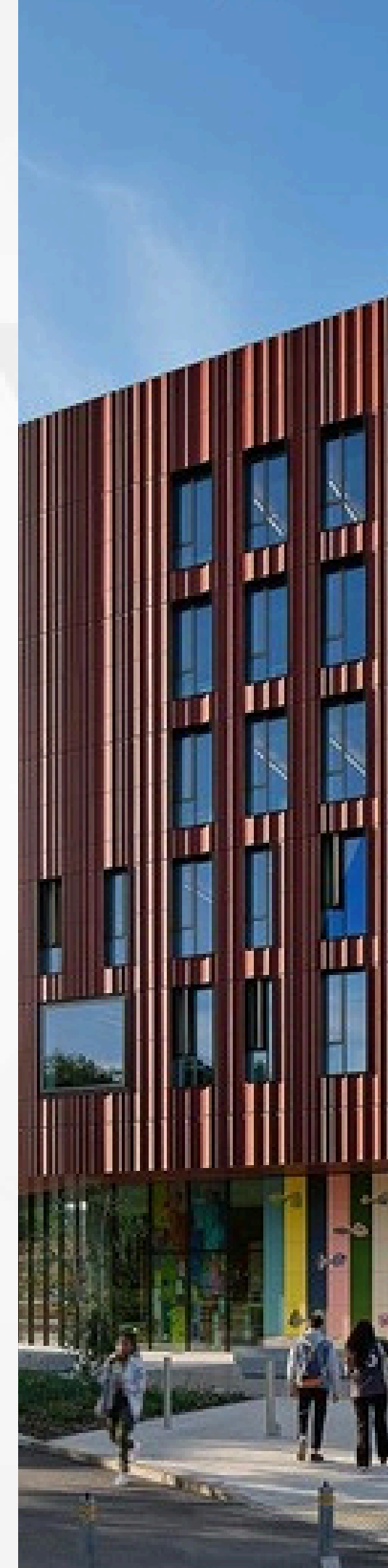
---



# Project Aims

---

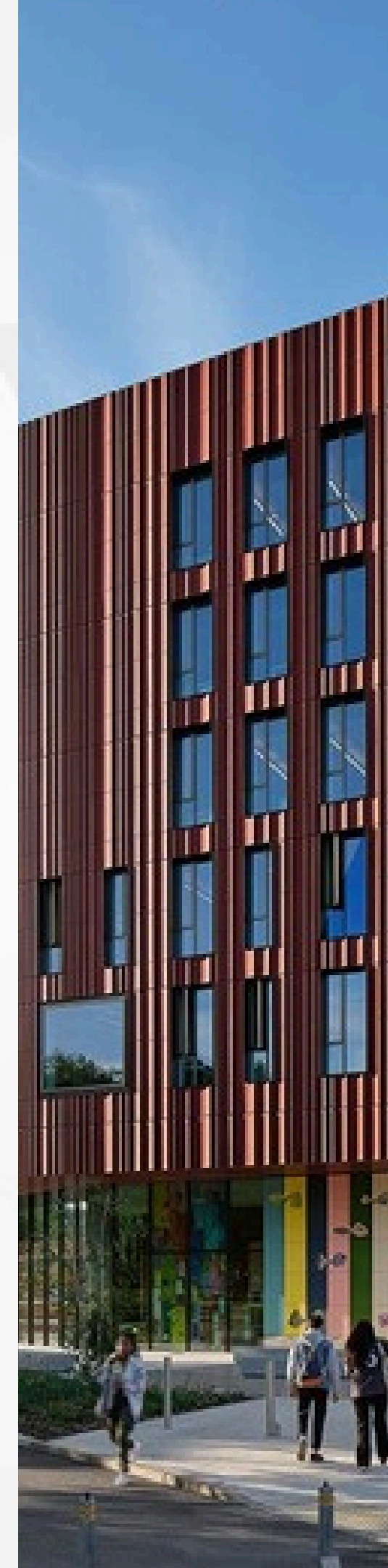
- **To identify causes\* of poor wellbeing** amongst researchers and research professionals in UK HEIs.



# Project Aims

---

- **To identify causes\* of poor wellbeing** amongst researchers and research professionals in UK HEIs.
- **To map wellbeing initiatives\*** for researchers and research professionals in UK HEIs.

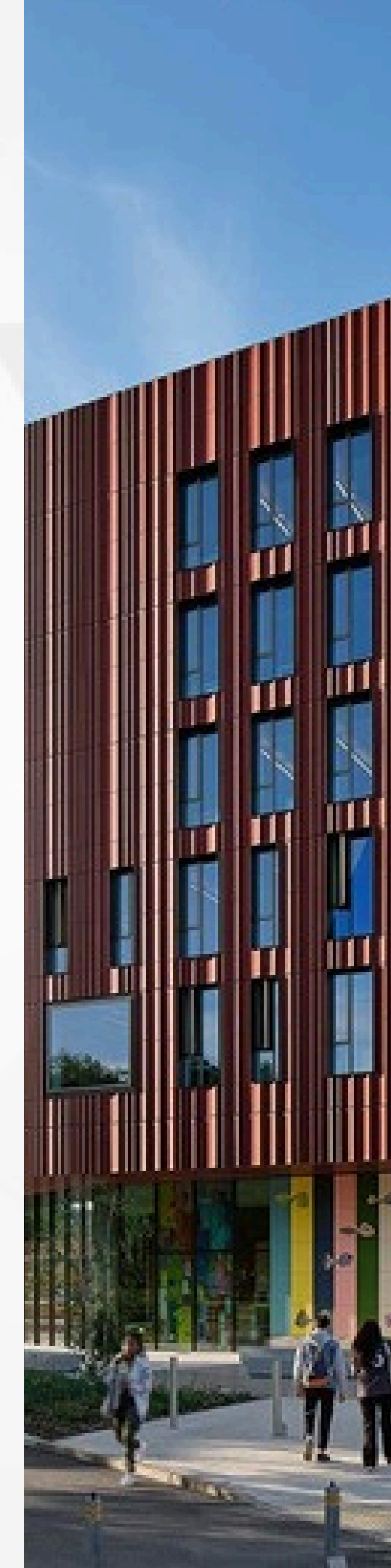


# Project Aims

---

- **To identify causes\* of poor wellbeing** amongst researchers and research professionals in UK HEIs.
- **To map wellbeing initiatives\*** for researchers and research professionals in UK HEIs.

\*Focusing in on 'occupational hazards' (e.g., workload) and primary-level organisational initiatives that address them (e.g., workload models).



# Project Aims

- To identify research

## 1. Advisory Group

## 2. Research Community

- To research

## 3. Survey

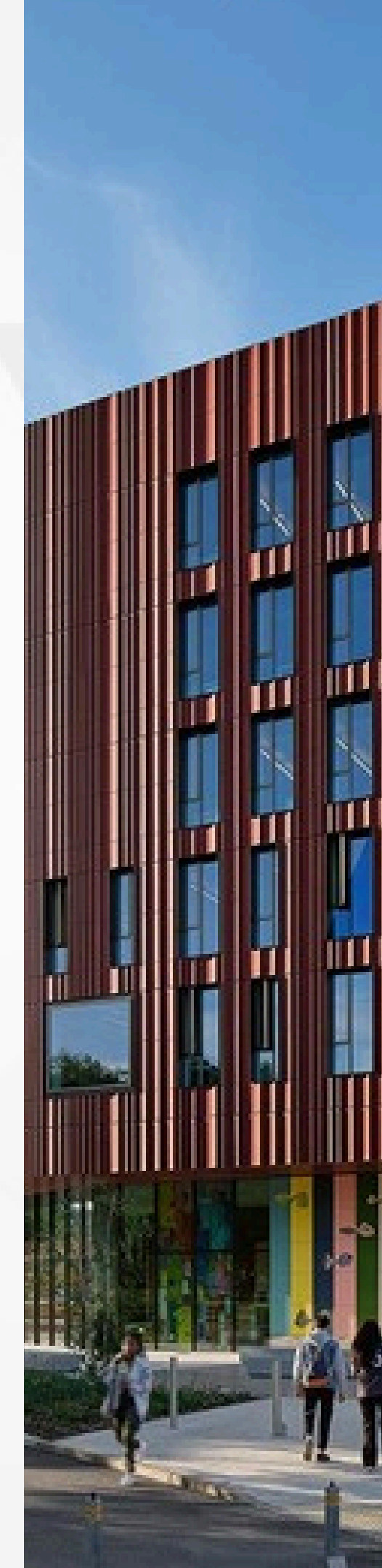
\*Focusing on workload and their (e.g.

= **National Guide**

amongst  
UK HEIs.

members and

e.g.,  
that address





# Mapping Approach

---



# Mapping Approach

---

To map wellbeing initiatives to the **Health & Safety Executive Management Standards Framework**.

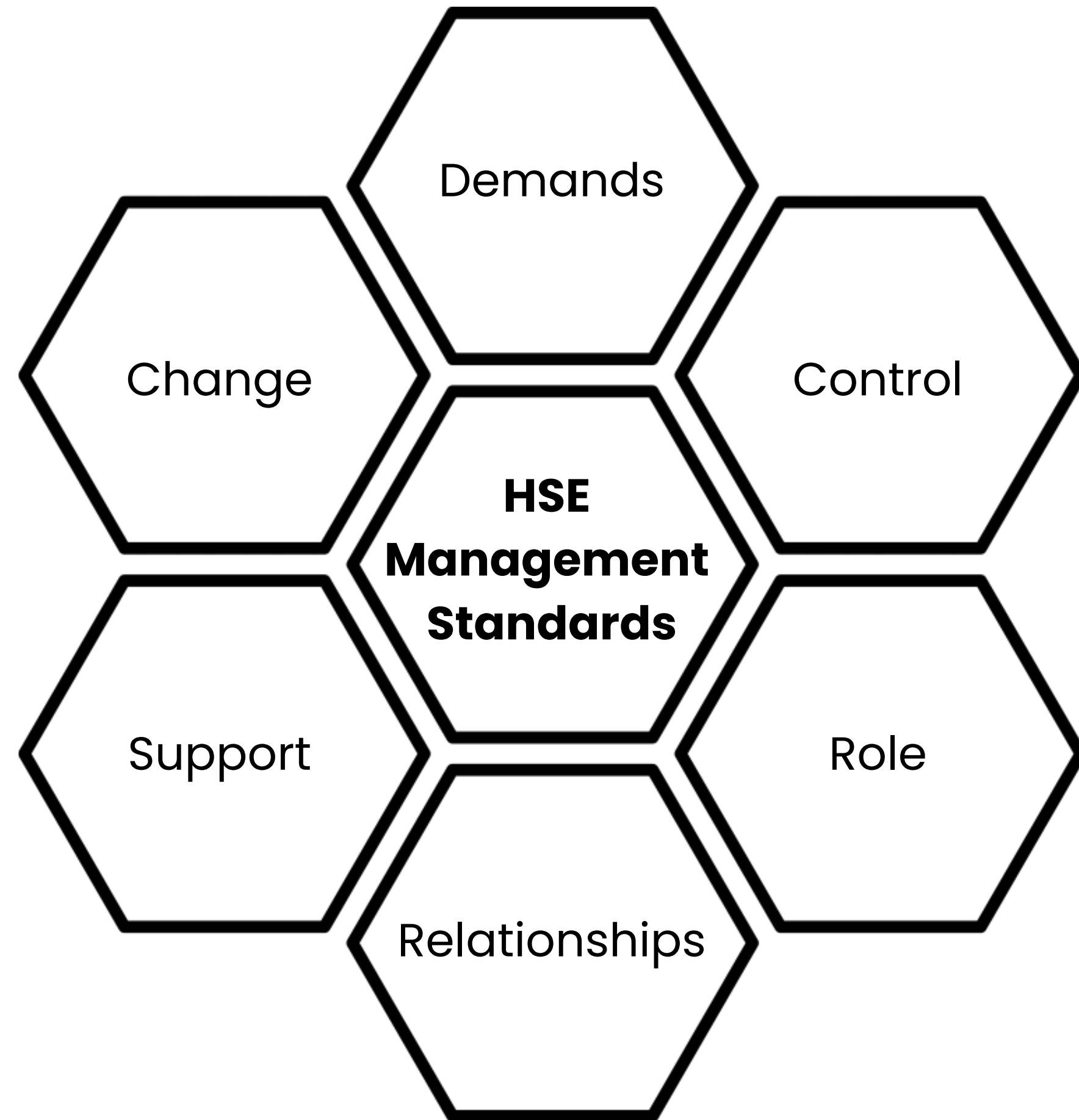


# Mapping Approach

---

To map wellbeing initiatives to the **Health & Safety Executive Management Standards Framework**.

This framework recognises **six** key areas of work that contribute to stress and poor wellbeing.





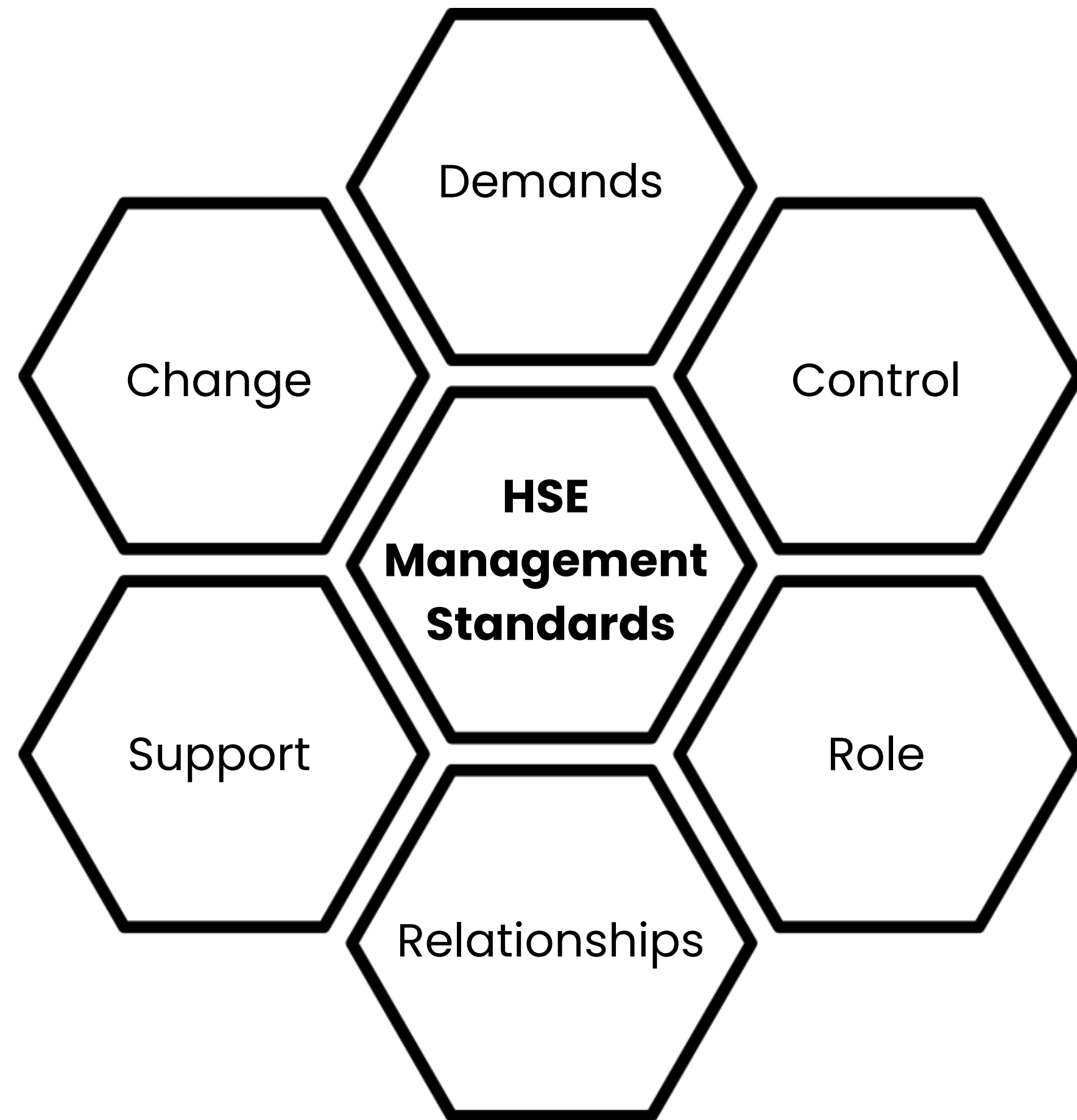
# Mapping Approach

To map wellbeing initiatives to the **Health & Safety Executive Management Standards Framework**.

This framework recognises **six** key areas of work that contribute to stress and poor wellbeing.

UK HE staff report low satisfaction across all areas – 5 of which fall into the “urgent action needed” national benchmark – a finding that has remained consistent since 2014.

Education Support (2021)



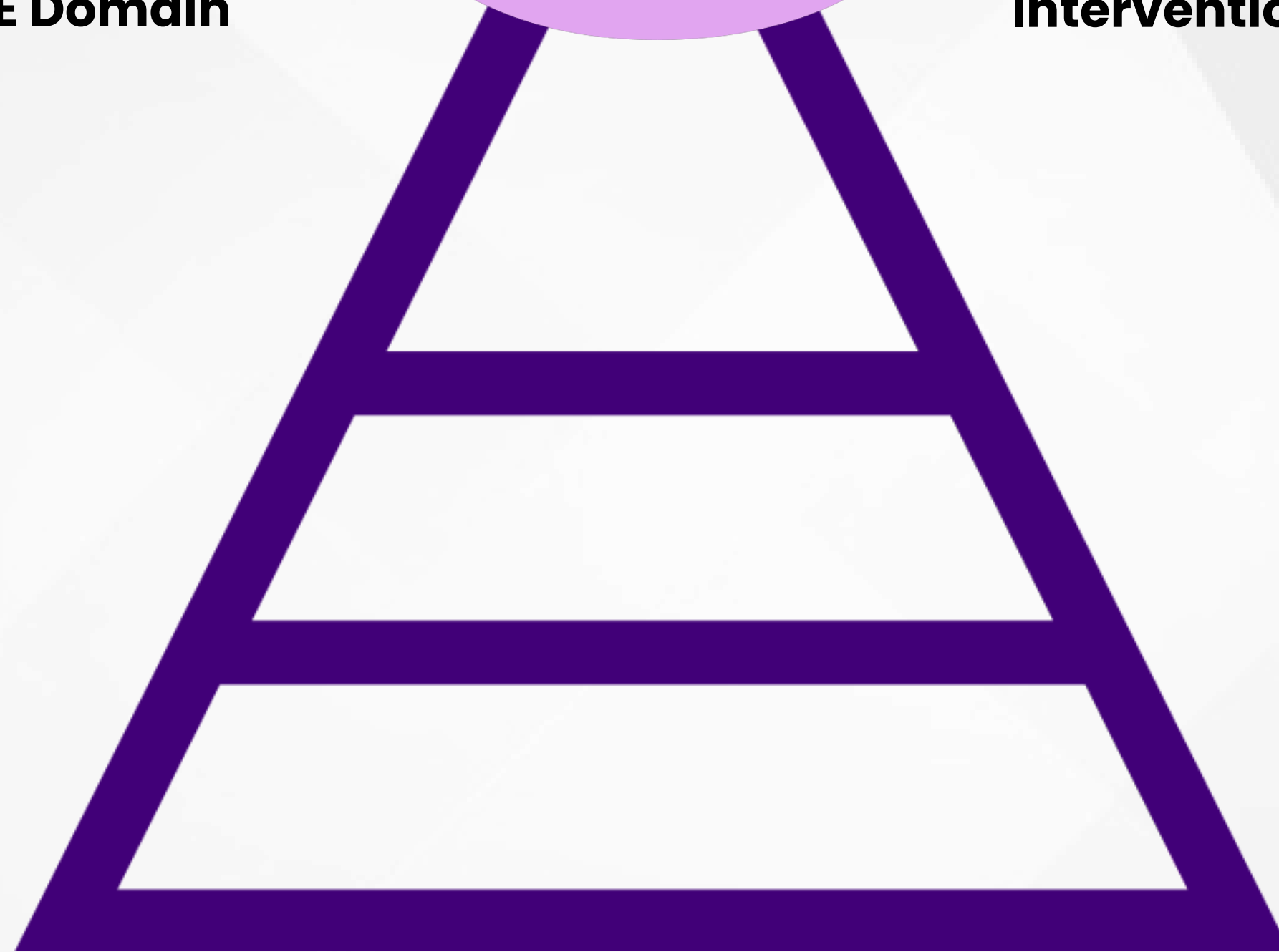
# Early Mapping



**UK HEI  
Staff Wellbeing  
Provisions**

**HSE Domain**

**Intervention Level**



Charters, Frameworks & Institutional Commitments



# Early Mapping



**UK HEI  
Staff Wellbeing  
Provisions**

**HSE Domain**

**Intervention Level**

Support



Formal Support (EAPs/counselling)  
Wellbeing Activities, Classes, Events  
Online Wellbeing Resources, Toolkits, Training



Individual  
(secondary/tertiary)

Charters, Frameworks & Institutional Commitments



# Early Mapping



## UK HEI Staff Wellbeing Provisions

HSE Domain

Intervention Level

Support /  
Relationships

People: Peer Support,  
Networks & Trained Managers

Individual/Interpersonal  
(secondary)

Support

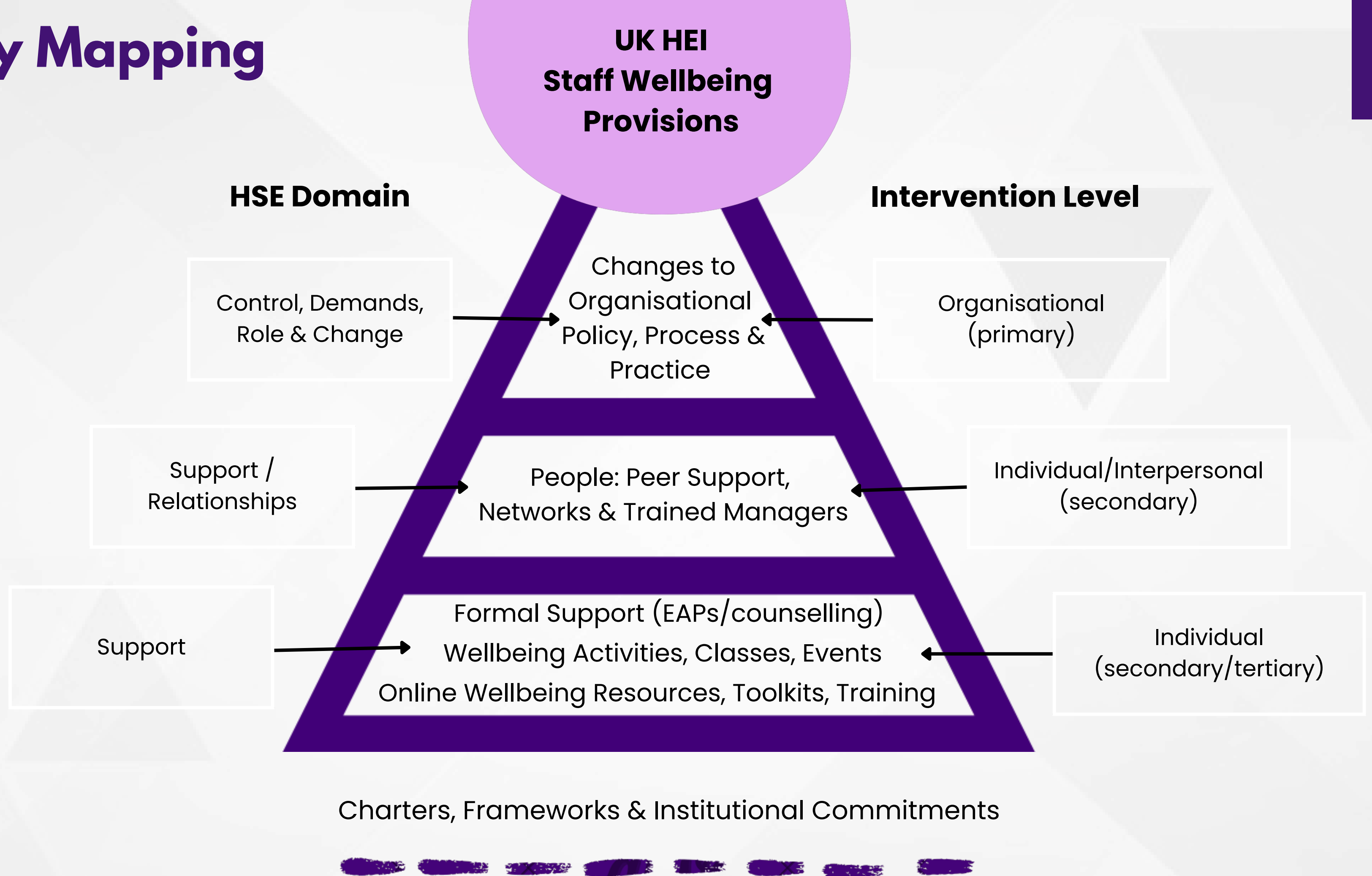
Formal Support (EAPs/counselling)  
Wellbeing Activities, Classes, Events  
Online Wellbeing Resources, Toolkits, Training

Individual  
(secondary/tertiary)

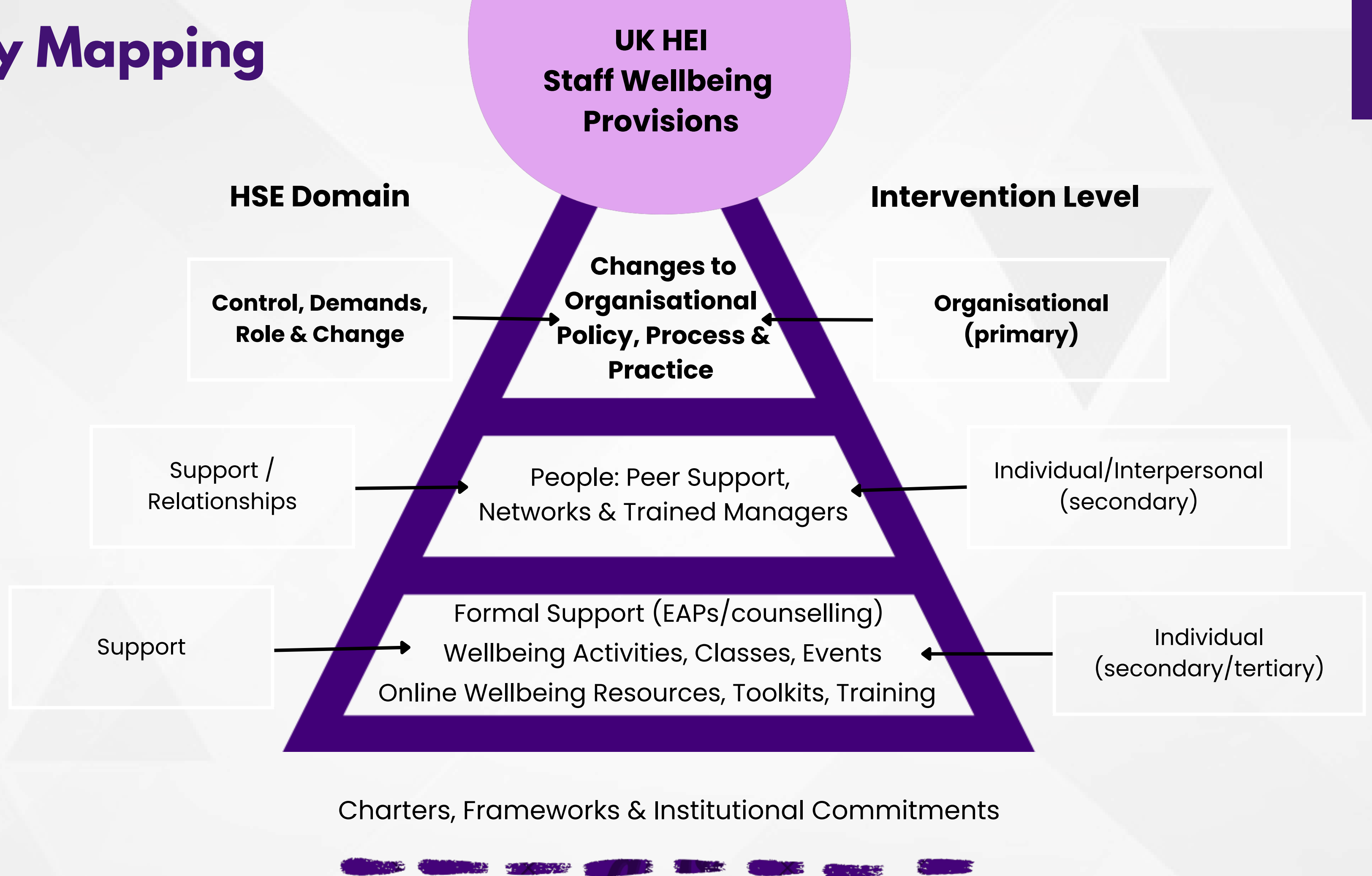
Charters, Frameworks & Institutional Commitments



# Early Mapping

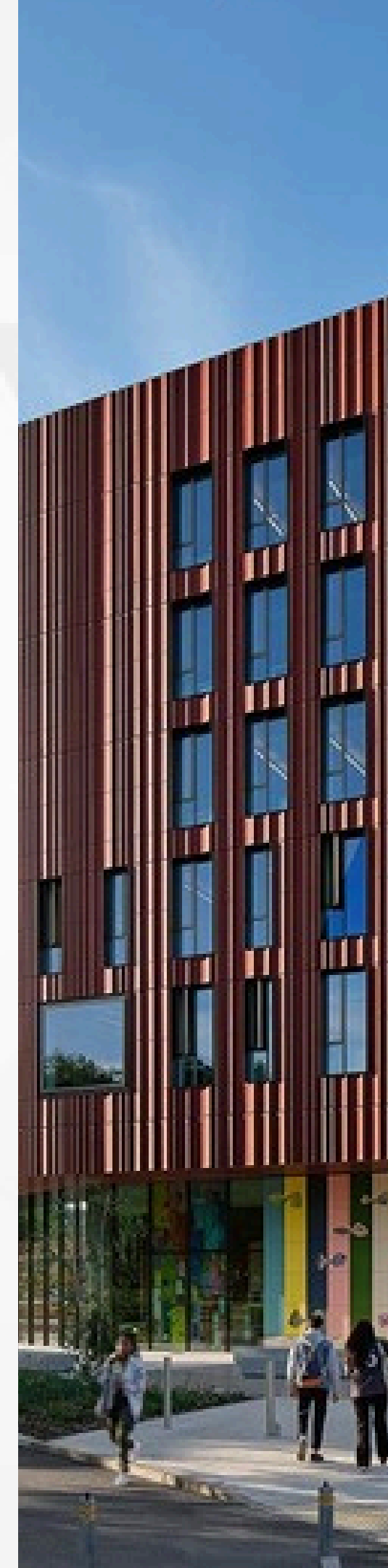


# Early Mapping



# Today

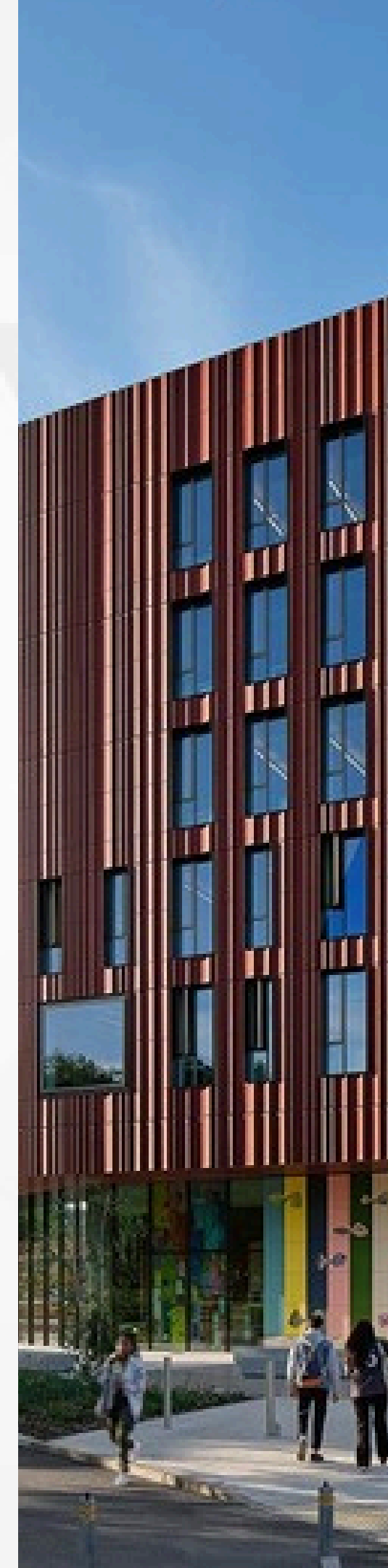
---



# Today

---

We are exploring two questions:

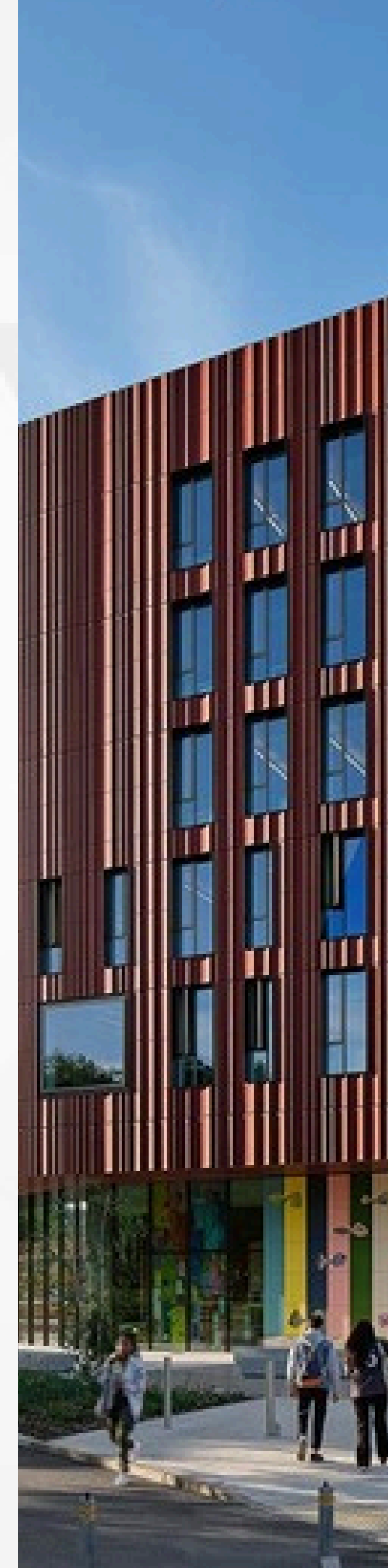


# Today

---

We are exploring two questions:

1. What are the **key 'occupational hazards'/drivers of poor wellbeing** for researchers and research professionals in UK Higher Education Institutions?

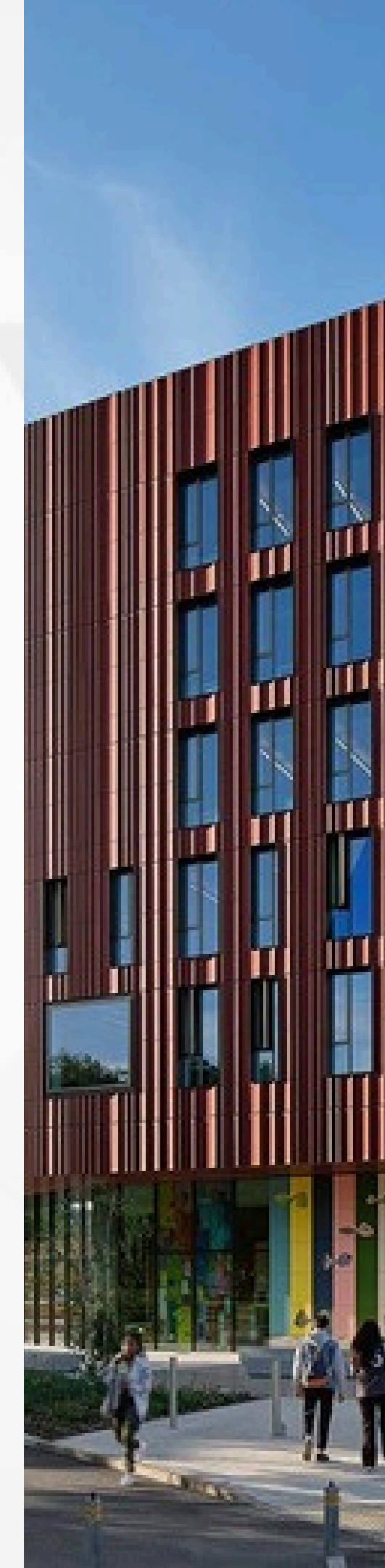


# Today

---

We are exploring two questions:

1. What are the **key 'occupational hazards'/drivers of poor wellbeing** for researchers and research professionals in UK Higher Education Institutions?
2. What **organisational initiatives** exist to prevent and/or address them (e.g., policies, programmes, practices, processes)?





## **Activity 1**



## Activity 1

What are the **key 'occupational hazards'/drivers of poor wellbeing** for researchers and research professionals working in UK Higher Education Institutions?



## **Activity 2**



## Activity 2

What **organisational initiatives** exist to prevent and/or address them (e.g., policies, programmes, practices, processes)?

# Thank you!

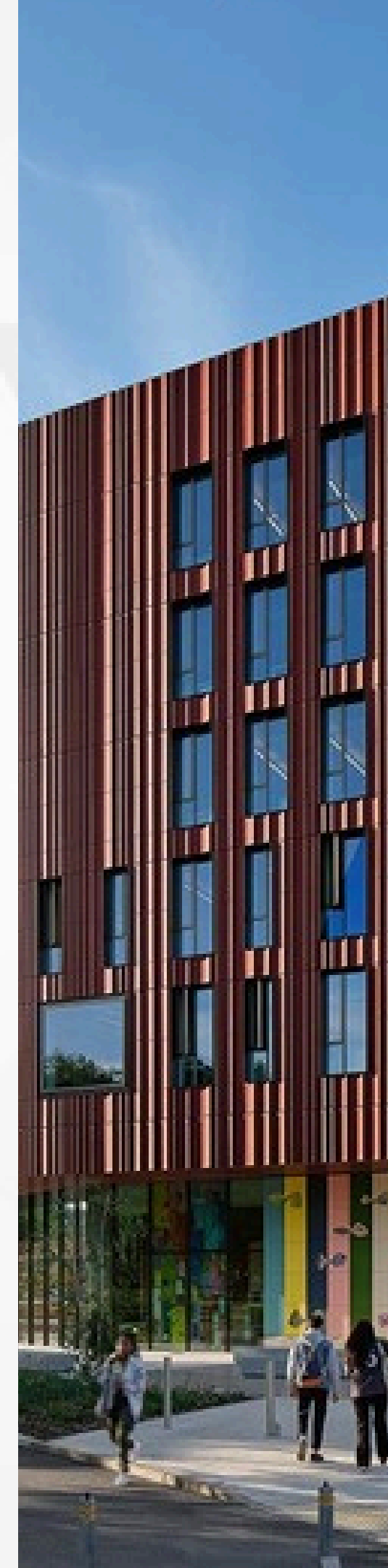
---

Your insights will help us to:

- Understand key occupational hazards in HE
- Refine our initiative mapping activity
- Develop a national guide for HEIs
- Identify priority areas for future research

If you would like to share additional examples or institutional initiatives afterwards, please email:

**[amber.tout@warwick.ac.uk](mailto:amber.tout@warwick.ac.uk)**



# Embedding Researcher & Research Professional Wellbeing into Research Culture



**We value your feedback:**

**Please confirm your attendance today by following the QR code**