

The bi-annual newsletter of the Wellbeing at Work, Kingston (WWK) Research Group

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First Issue of 'engage', the WWK newsletter

Welcome to the first edition of the WWK's bi-annual newsletter. We hope that this publication will provide you with a brief but fascinating insight into the research that members of the group have been engaged in, and how this relates to you and your work. WWK takes a practitioner-academic approach to research, so we always love to hear from you. Do tell us what you think about our latest projects, and what more we can be doing to promote wellbeing at work through our activities.

Emma Russell, Head, WWK Research Group

WWK Launch Event Success

On June 9th, 2016, almost exactly a year after the WWK was established, we launched our Research Group at Kingston Business School's Engaging the Profession event. We were well supported by a great turnout of students, alumni and practitioners. After a lively exchange of knowledge with our three guest presenters, the evening ended with a panel discussion focusing on the trends in wellbeing research and practice. Thanks to all who came, and to the students who presented posters and helped to organise the event. If you missed it, visit our website to view the video of the evening's presentations: <https://medialibrary.kingston.ac.uk/Play.aspx?VideoId=840>

Email Policy Research

Emma has just been awarded funding to conduct research into policies for 'banning' email access outside of working hours. Emma will be conducting a systematic literature review to ascertain whether there is an evidence base to demonstrate that having out-of-hours email access has a negative impact on wellbeing and productivity for all (to answer the question: are blanket bans appropriate for everyone?). A range of interviews with experts will then be conducted to dig into the issues and repercussions in promoting such policies. A final research paper, with recommendations for organisations will be produced for the public to access.

This adds to the exciting programme of research now underway with the World Wildlife Fund (WWF) and other partner organisations, interested in improving how they use email for work.

"The Wellbeing at Work, Kingston (WWK) Research Group is a centre for attracting and developing research into key business and organisational issues that impact on the wellbeing of people at work. Comprising academics from Kingston University, our mission is to use research to make a difference to people - to improve the quality of working life and to help organisations foster practices that tangibly enhance wellbeing, productivity and success."



**Kingston
Business
School**



FOCUS: Addressing Wellbeing in Prison Officers

Rachel has received funding from The Prison Service to conduct research into the wellbeing of Prison Officers working within a reform prison in the UK. Following initial meetings with senior staff at the Prison Service, Rachel will be undertaking research to better understand what triggers perceptions of stress and feelings of unsafety in Prison Officers. How Prison Officers can be better supported to engage resilience and coping strategies will be explored, and interventions will be developed to promote this. Focus groups will encourage discussion around resilience-focused scenarios, to expand Prison Officers' skills and enable them to learn resilience-building strategies in a non-formal context before returning to the post. Rachel will be developing research reports for the Prison Service as a result of this project, with the intention of rolling out this programme of research and intervention more widely across the service.

Conference Update

Rachel has been given the honour of opening the British Psychological Society (BPS)'s annual Division of Occupational Psychology (DOP) conference on January 4th, 2017. Rachel's **keynote talk** will discuss evidence-based practice, to encourage members to consider how this can be better implemented in everyone's professional activities, in order to progress the discipline of work and organizational psychology. See www.bps.org.uk/events/conferences/division-occupational-psychology-annual-conference-2017 for more information.

Emma was invited to speak about personality and email strategies at a recent EPSRC-funded conference on **e-resilience** by the Switched-on Culture Group at Birkbeck College, London. For more information on the conference go to: <https://alwaysonculture.wordpress.com/socrg-conference-2016/>

Test-User Course Bookings

We are now taking bookings for our annual BPS verified test-user training courses (Occupational: Ability and Personality). Held at Kingston University, Rachel, Jo and Emma offer these courses at a discounted rate to students, and a highly competitive rate for alumni and external delegates. Ac-

creditation with the BPS is given when courses are completed successfully, whereby delegates are then able to register on the Register of Competence in Occupational Testing (RCOT). Contact us for more details.

Member News

We are pleased to welcome **four new PhD students and two Research Assistants** to the group. Ruth Abrams and Kate Godfree are both in receipt of Kingston University Studentships and will be preparing their PhDs on the topics of Transient Work and Identity (Ruth) and Obesity at Work (Kate). Both May Buhaymid and Muhannad al-Sarawan will be researching Leadership in Middle Eastern Culture for their PhD studies. Marc Fullman begins his work as an RA on leadership development interventions in the NHS, and policy relating to email use at work. Rebecca Peters starts as RA on Rachel's prison service study. Welcome all!

Forthcoming papers: Look out for Lilith's paper on transgender voices in the workplace in the *International Journal of Human Resource Management* (ISSN 0958-5192); Ally's paper on co-location in public services to appear in *Public Management Review* (June/July 2017), and see Jo and Emma's work on Leaders with Purpose in *HR Magazine* (May 2016).

Contact Us

We want to hear from you! Tell us what issues are engaging you; ask us how we can help you promote wellbeing in your workplace; let us know what you think about our research.

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