

# WELLBEING STRATEGY 2024

**ymca**  
ireland



OUR VALUE BASE IS THAT  
EVERY YMCA IS A PLACE OF:



WELCOME



OPPORTUNITY



WELLBEING



PEACE & JUSTICE



### GUIDING PRINCIPLES

- ▼ An all island approach.
- ▼ Collaborative & partnership working.
- ▼ Being progressive & responsive.
- ▼ Listening & Learning.
- ▼ A holistic approach to young people.
- ▼ A whole family approach.
- ▼ Working in ways that are safe and enjoyable.
- ▼ Being trauma informed and flourishing.
- ▼ Climate action and the sustainability of our environment.
- ▼ Global justice and international development.

### IMPACT PILLARS

- PROMOTING YOUTH DEVELOPMENT
- PROMOTING HEALTHY LIVING
- PROMOTING COMMUNITY ENGAGEMENT

We renew our commitment to measuring the impact of our actions based on these shared pillars.

YMCA's global vision is a world where every person lives in harmony with self, with society & with creation.

World YMCA's 4 Pillars of Impact are

**Community Wellbeing**

**Meaningful Work**

**Sustainable planet**

**Just World**



Our core values are **welcome, opportunity, wellbeing and peace & justice.**

To find out more about YMCA Ireland's Strategic Plan visit [ymca-ireland.net/strategic-plan](http://ymca-ireland.net/strategic-plan)



**WORLD  
YMCA**



**VISION  
2030**



# WELLBEING STRATEGY 2024

**YMCA Ireland is committed to providing a healthy working environment and improving the quality of working lives for all of our staff, volunteers and participants.**

**One of the most important qualities of success is continuing to be inspired by what you do.**

**In all our communities the YMCA creates inclusive safe spaces where everyone feels welcomed, accepted and inspired by social justice and peace for all.**

**We continue to promote youth development, healthy living and community engagement in child care and family life, youth work and community programmes and to focus on global justice, peacebuilding, climate change and health and wellbeing for all.**

**This wellbeing strategy aims to support YMCA's vision of a world where young people, their families and communities flourish in body, mind and spirit. We plan to implement this strategy, in the recognition that our people are of utmost value, are inspirational in what they do and how they do it and are our greatest asset.**

By integrating wellbeing into our practice on a number of levels, a healthy environment can be created that is compatible with promoting the growth and development of our personnel and service users. Key to the success of this strategy is working in collaboration across all areas of the organisation, with a common interest in promoting a supportive culture of care and wellbeing.

The purpose of our strategy is to strengthen our organisation by providing direction on how to build and maintain a culture of sustainable workplace wellbeing where employees enjoy health and happiness at work, in their lives, into their families and communities.

# OBJECTIVES & GOALS

Over the next 5 years  
we want to prioritise the  
following objectives and  
goals and to measure our  
impact against them.



# ENHANCED STAFF & VOLUNTEER HEALTH & HAPPINESS

01



**WELLBEING  
PROGRAMMES  
& INITIATIVES**

02



**ESTABLISH  
CHANNELS FOR  
HOLISTIC SUPPORT**

03



**DEVELOP A  
PREVENTATIVE  
APPROACH**

# INCREASED STAFF & VOLUNTEER ENGAGEMENT & PRODUCTIVITY

01



**PROMOTE  
WORK-LIFE  
BALANCE**

02



**ENABLE  
LEARNING &  
DEVELOPMENT**

03



**FOSTER  
BELONGING  
& INCLUSION**



# DEVELOPING A CULTURE OF WELLBEING

01



**WELLBEING  
DRIVEN  
POLICY**

02



**WELLBEING  
DRIVEN  
LEADERSHIP**

03



**MEASURING  
OUR IMPACT  
ON WELLBEING**



## **DIMENSIONS OF WELLBEING**

**As an organisation we are committed to a holistic approach to wellbeing and we employ the body, mind and spirit framework which has been foundational to YMCA's mission and purpose since its inception.**

## **WELLBEING - IT'S EVERYONE'S BUSINESS**

**The strategy's objectives are to bring everyone together to inspire and proactively prioritise a healthy flourishing organisation. This is underpinned by the vision that everyone can contribute to a happy and healthy environment and we should all take proactive action in this regard if we are to grow a visible culture of wellbeing. An effective organisational wellbeing programme can deliver mutual benefit to us all, to the overall organisation and to our local communities.**

# WORKING TOWARDS FLOURISHING TOGETHER

Through the process of developing a strategy we have identified that wellbeing can be driven by 3 key departments within the organisation:

**01**

Personnel and wellbeing champions work together to inform policy relating to wellbeing.

**02**

Support services inform policy and practice relating to holistic wellbeing (physical, mental and spiritual).

**03**

Support services and wellbeing promote and deliver holistic well being initiatives and person-centred pastoral care.



# WHAT DOES SUCCESS LOOK LIKE?



**Responding to data collected following Working group wellbeing initiatives**



**Annual Staff and Volunteer Satisfaction survey**



**Reviewing relevant data for example relating to Employee Assisted Programmes (EAP) referrals, sickness absence**



**Monitoring the number of Wellbeing Champions throughout the movement**



**Producing an annual Wellbeing report including statistics to the Executive committee**



# WELLBEING STRATEGY GROUP

Members of the Wellbeing Working Group will serve as representatives of the movement and will be reflective of staff and volunteers from across the YMCA. They will provide insight and oversight to the strategy work. Their task is to support the promotion of a wellbeing culture across the organisation and to drive and support initiatives at a local level. They will achieve this by setting annual goals and objectives for wellbeing and by measuring impact.

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**I am extremely pleased to see this strategy being developed. Building on the pillars of World YMCAs Vision 2030, YMCA Ireland has put wellbeing at the heart of our strategic plan.**

**If we are to take a holistic approach to young people and support them as they flourish in body, mind & spirit, we must start with looking after the wellbeing of our staff & volunteers. This is a statement of our commitment to do just that.**

**John Peacock, National Secretary YMCA Ireland**

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