

EN

Social Security Program Plan FSW

Social safety is an important theme within our faculty. In 2023, the Social Safety Project Team has composed a plan to offer everyone a pleasant study and working environment. Thanks to input from employees and students, this plan meets the needs of all target groups. The plan has several parts:

- A support program, for different target groups and aimed at:
 - Tailor-made advice from the social safety advisor
 - Wide range of activities and tools aimed at raising awareness and strengthening action skills
- Optimisation of existing support structures
- A communication plan and organisation of information supply and instruments

We are working hard to offer various activities, sessions and tools in the coming six months. The following activities are now planned:

1. Social Safety Week. Various activities and sessions are planned for week 10
2. Intervision programs for managers and teachers about behavioural dilemmas and behavioural adjustment
3. Training HR professionals with the aim of being able to offer FSW HR professionals training in the field of social safety and case studies by the second quarter at the latest
4. Plugging the social safety advisor and providing tailor-made support to departments
5. Guided reflection sessions with the board about their own actions, their policy role and dilemmas
6. Advising the board on explaining culture and leadership change and supporting them in organising associated meetings
7. Together with the board and input from the entire university, create 'case scenarios' by evaluating recent experiences, learning from mistakes and translating them into a desired approach

There will be a continuous evaluation of needs and where the plan can be adjusted. The activities, tools and sessions will also be communicated separately. The faculty annual plan is always tested and linked to the university plan. A precondition for real change in the field of Social Safety cannot be addressed in the plan, but can only come from within the organisation: culture change and leadership as a foundation for a better study and working environment.

A detailed report on the development of the plan and its elaboration can be found in the 'Social Safety Program 2023-2024' plan. This plan is only in Dutch. If you wish to receive a more comprehensive take on the plan, please feel free to contact programmesocialsafetyfsw@ru.nl