



Healthy Campus Case Study



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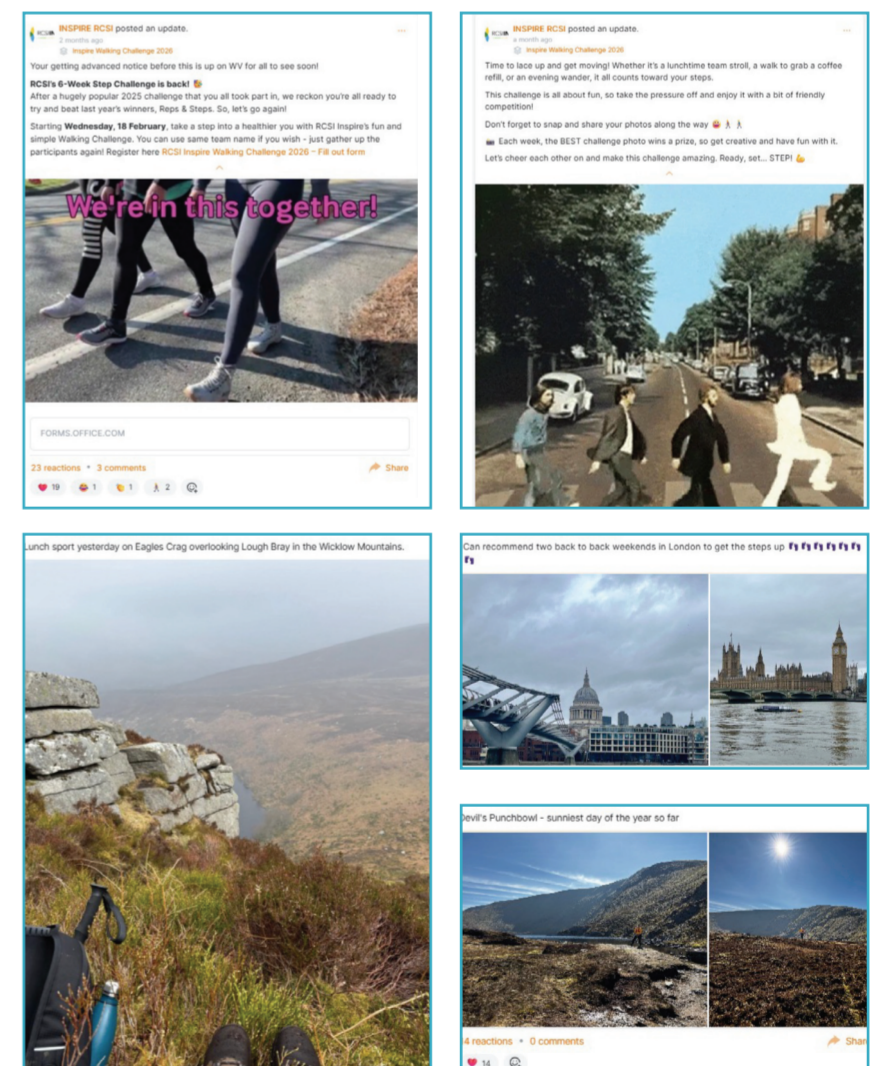
An tÚdarás um Ard-Oideachas
The Higher Education Authority

RCSI Step Challenge 2026

Institution/ Organisation	RCSI
Who leads/ led the project?	RCSI Inspire (RCSI Staff Wellbeing Programme) Yvette Moffatt and Katie Griffin
Date and timeframe	February 16th – March 29th
Project Rationale	The idea originated from the Work Well Community. The RCSI Step Challenge was introduced to promote increased physical activity and strengthen workplace connections among staff. This initiative supports RCSI's commitment to fostering a Healthy Campus environment by enhancing staff wellbeing, building collegiality, and integrating physical activity into everyday campus life.

Project Overview/ Summary	<p>Planning</p> <ul style="list-style-type: none"> The Step Challenge was organised and coordinated by the RCSI Inspire Team. Planning focused on ensuring accessibility, clear instructions and minimal barriers for staff. A six-week challenge duration was selected, aligning with the Lenten period. Instead of focusing on giving something up, the initiative encouraged staff to take up a positive health-enhancing activity, supporting long-term habit formation. Communications included a launch announcement, leader board updates, and prizes for best step challenge photo each week. <p>Evaluation</p> <ul style="list-style-type: none"> Staff were encouraged to integrate walking into their workdays through walking meetings and lunchtime walks. Step data was reviewed to assess participation and engagement. A postchallenge survey captured feedback on experience, wellbeing impact and suggestions. Observations from the Inspire Team and Challenge team leads provided insight into staff morale and engagement – captured through email responses and posts on the Step Challenge WorkVivo group page. <p>Key Outcomes</p> <ul style="list-style-type: none"> An average of over ten million steps were collectively recorded for 6 weeks walking per team. Staff shared their activity to the group page to boost team morale. Challenge members shared positive experiences and how the step challenge was helping them boost their mood and increase physical activity. <p>Implementation</p> <ul style="list-style-type: none"> A total of 28 teams participated, involving 215 staff members from across RCSI. A staff member in each group volunteered as a team lead to collect and record their team's steps in the central tracker. The Inspire Team shared tips for increasing daily movement and highlighted the mental health benefits of active breaks – e.g., lunch time walks.
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Key Learning Points	<p>The most significant learning from this project was that simple, low barrier wellbeing initiatives can achieve high engagement and strong morale across staff groups. The challenge team leads played an essential role in maintaining momentum, and their involvement helped foster accountability and community spirit. Regular, clear communication was key in sustaining motivation, while flexibility in tracking methods ensured inclusivity.</p> <p>For institutions planning a similar initiative, it is recommended to prioritise ease of participation, ensure communications are frequent and encouraging, and empower team leads to champion the challenge within their groups. Celebrating milestones and sharing progress stories also played a positive role in engagement.</p>
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Limerick Framework for Action			Whole Campus Approach	Type of Evaluation
Ethos	Leadership	Partnership	Health Focused Area (Pillar 5)	Process Evaluation
Act	Policies	Celebrate		Outcome Evaluation
Localise	Culture			Summative Evaluation

