



WELL-BEING STRATEGY

2023 – 2027



1. **Vision**

1.1 Warwick District Council is a great place to work, where employees are engaged, productive and empowered to flourish both in and outside of the working environment. It is an organisation where everyone feels valued and can access the tools, skills and opportunities to support their health and wellbeing.

1.2 We want our staff to be as healthy and happy as possible inside and outside of work. As an employer we have certain things in place to ensure our staff have the support and care they need to do their jobs effectively.

2. **What are the Benefits of Health and Well-being**

2.1 For employees:

- ✓ Improved general health
- ✓ Increased job satisfaction
- ✓ Increased self-esteem and sense of wellbeing
- ✓ More productive and engaged

2.2 For the Council:

- ✓ Higher levels of engagement
- ✓ Flexibility and able to retain staff
- ✓ Increased capacity



3. **Purpose and Objectives**

3.1 The purpose of the Wellbeing Strategy is to set out the approach and rationale in supporting workforce wellbeing. It reflects the priorities set out in the Council's People Strategy and Business Strategy.

3.2 The link is also significant with the external Warwickshire Health and Wellbeing Strategy, which is a high-level plan for improving health and wellbeing and reducing differences, or inequalities in health within Warwickshire (of which WDC is a partner). The relevant priorities linked to this strategy are:

- Help people improve their mental health and wellbeing, particularly around prevention and early intervention in our communities.
- Reduce inequalities in health outcomes and the wider determinants of health.

It also is aligned to the South Warwickshire Plan Delivery Group which is the delivery vehicle for the high-level priorities agreed by the Warwickshire Health and Wellbeing Strategy. The key areas identified for action across South Warwickshire are:

- Mental Health, suicide and bereavement
- Covid -19 response and recovery
- Climate Emergency
- Respiratory Health
- Obesity/outcomes for Infants, Children and Young People

3.3 The Council has shown continued commitment to invest in health and wellbeing by providing resources to create a positive work environment including the BUPA Health and Well-being scheme; 24 hour Employee Assistance Programme (EAP); Work Perks; Employee Support Officers; Health Officers Group; enhanced Occupational Health support for specific areas e.g. menopause; training on mental health and resilience for all staff; Staff Voice Group; Ways of Working Guide; Bicycle User Group; Unison support together with signposting to health resources on the dedicated health and well-being pages on our intranet.

3.3 The objectives of the strategy are to:

- Take a strategic and integrated approach to protect and promote the health, safety and wellbeing of all employees.
- Secure a common understanding of the priority actions and resources required in building and strengthening our workforce wellbeing programme and 'offer'.
- Support the Council to maintain a safe and healthy working environment.
- Improve the mental, physical, social and financial wellbeing of our workforce.
- Encourage and support our employees to develop and maintain a healthy lifestyle and make positive health choices.
- Support employees with health conditions to maintain access to or remain at work.
- Improve staff satisfaction, engagement and morale.

4. Our Well-Being Pillars

4.1 Our Staff Wellbeing Strategy 2023 – 2027 will focus on five key pillars of integrated wellbeing where there are direct links and overlap to each theme:

4.2 Mental Health

- Create a culture of open discussion around stress and mental health.
- Supporting individuals to better manage their psychological wellbeing and develop personal resilience
- Provide better access to support, advice and sign-posting
- Development of the 5 ways to wellbeing
- Utilise the 24-hour Employee Assistance Programme/counselling.
- Staff referral to mental health services including occupational health
- Mental Health First Aiders developed
- Promote the 'Dear Life' website for suicide prevention
- Promote the new Wellbeing for Warwickshire service which provides Warwickshire residents with access to 24 hour, 365 days-a-year mental health and emotional wellbeing support

4.3 Work/Life Balance (Wellbeing)

- Create an environment where people feel empowered and are educated about their physical wellbeing
- Review our working environment and ways of working.
- Wellbeing and resilience support for staff
- Updates to workstyles policies/agile working

4.4 Self Development/Improvement

- Training/E-learning/Job shadowing/secondment opportunities
- Support for professional qualifications
- Improve the relationships we have with each other across the organisation.
- Build healthy, collaborative, nurturing and supportive relationships, which includes good leadership, to foster a genuine community within WDC.
- Encourage civic and community engagement to improve a sense of belonging e.g., volunteering.

4.5 Communication

- Staff surveys
- WDC Intranet for signposting
- 5 things e-mail and weekly updates from CXO
- CX Talks/Team meetings/1-1's/social networking
- Team 'coffee' mornings
- Promotion of the Applause Box

4.6 Our Personal Health (& Safety)

- Support people to take care of themselves and make positive steps around health in areas such as sleep, nutrition, physical activity, smoking, alcohol, and drinking enough water
- Promotion of our DSE assessments for all staff
- Subsidised winter flu jabs
- Links to the Health and Safety Group
- Smoking cessation support

- Health check information, linked to Applause Box

5. Action Plan

The Health and Well-being Actions Plan is updated annually to reflect the priorities of the Council linked to the overall People Strategy.

6. Monitoring & Governance Evaluation

- 6.1 The Health Officer Group, has accountability for reviewing the wellbeing strategy, as well as monitoring its effectiveness. This can be measured through: feedback from staff e.g. Staff Survey and group engagement; management data and analysis; learning from exit interviews; feedback from themes discussed with Employee Support Officers and Unison
- 6.2 The Health Officer Group will identify and prioritise actions and activities that will promote wellbeing and increase the sense of wellbeing among employees. Updates will be provided to the Transformation Steering Group on a quarterly basis.
- 6.3 Service areas will review their own management data to review any employee health concerns at management team meetings and determine appropriate action(s).
- 6.4 To ensure it stays relevant, the strategy will be reviewed annually along with the actions plan.

January 2023