

(CCC) HR

I would like to request information on the councils workplace wellbeing strategy particularly answers to the below questions:

1. How do you promote staff wellbeing in the workplace?
2. How do you monitor staff wellbeing?
3. What wellbeing ideas have worked well in the workplace
4. How have you managed your frontline staff's wellbeing during the last year?
5. What are your staff wellbeing plans for the next two years?

Response:

1. We promote staff wellbeing in numerous ways.
 - a. We have an intranet site with specific health & wellbeing pages, highlighting a wide variety of wellbeing resources, linked to local and national initiatives. These resources are regularly updated with a keynote article on the main page to encourage further interest
 - b. Wellbeing at Work programme which is run by the Council's Active Lifestyle Team, working partnership with Human Resources and Workplace Health Champions – this gives staff the opportunity to actively participate. Over the last 12 months these sessions have moved to remote provision e.g. Virtual wellbeing sessions i.e. Monthly virtual breathwork taster sessions; virtual core strength and mobility workshops; virtual yoga programmes; virtual mindfulness taster workshop and Step Challenges 2020 and 2021. We also work in partnership with Be Well in Cambridgeshire and Everyone Health – Health & Wellbeing Community Network Group
 - c. Regular staff updates/FAQs throughout the Covid crisis giving advice, support and guidance on health, safety and wellbeing – focusing on key topics as themes arise
2. We monitor staff wellbeing through a variety of ways including, regular 1:1 meetings with employees (via MS Teams/telephone/in person), ongoing workplace risk assessments, staff surveys, management of staff absence, use of our family friendly policies, take up of wellbeing activities, undertaking stress risk assessments, monitoring take up of our Employee Assistance Programme and referrals to our occupational health provider
3. The wellbeing ideas that have worked well include the virtual sessions, improved access to keep advice and guidance, together with good people management skills - keeping in touch with individuals and teams, and ensuring ongoing risk assessments
4. We managed our frontline staff through cascading information via virtual teams meetings/ on site or location meetings; regular newsletter/FAQs both hard and digital; regular 1:1 meetings, together with individual workplace assessments for everyone
5. We are currently reviewing our Health & Wellbeing Strategy to include the new and blended ways of working, together with refreshing Wellbeing at Work branding and reinvigorating our workplace health champions

FOI Ref

Response sent

Further queries on this matter should be directed to foi@cambridge.gov.uk