



The council has a strong track record of supporting the health and wellbeing of its officers, as demonstrated in our outstanding [Workplace Wellbeing Charter report](#) where we gained a rating of 'Excellence' across 5 categories. The council has a wide standard health and wellbeing offer, but has also specifically addressed the additional health and wellbeing risks posed by the coronavirus pandemic

Standard health and well being offer



- Free counselling
- Comprehensive Occupational Health.
- Mental Health Action Plan – this details key activities around addressing mental health concerns.
- Wellness Action Plans – this is an individualised plan to support an officer in keeping well.



- Mental Health First Aiders.
- First Aiders.
- Annual plan for promotion and information sessions on wellbeing and health issues, making use of national campaigns (Stoptober, Dry January etc) and the resources available via Healthy Lifestyles Gloucestershire and incorporating issues relevant to physical health and mental health, including issues such as financial management and domestic abuse.



- Free flu vaccination programme - for those who are not eligible via the NHS.
- Flexible working practices – which has now been broadened and incorporated into our new Agile Working Policy.



- Wellbeing Zone – this is a zone on the intranet where all of our information about what is available is held so that it can be easily accessed by any officer.



- Mental Health Awareness and Management training sessions for all managers and staff run on a regular basis.



- Annual online workstation assessment via Cardinus.
- Nibbles sessions – these are short sessions which run and at this time have focused on topics such as sleep and mindfulness. We hope to add online yoga shortly.
- Reduced leisure centre membership rates.
- Annual Health MOT checks – offer open to staff via our Occupational Health provider (paused at present for COVID).
- Eye test vouchers for display screen users.
- Keep Safe, Stay Healthy group has a wide senior membership and oversees health, safety and wellbeing.



- Management toolkit/how to – these are being developed as an easy to use management tool to support wellbeing and manage sickness absence well.
- Policy development – the absence management policy is being reviewed and a new domestic abuse policy is being developed.



Additional health and wellbeing support, in response to the COVID-19 pandemic



- Additional flexibility around working patterns – this particularly supports those who are also managing responsibilities outside of work (e.g homeschooling.)
- Training for staff on Working Effectively Remotely – new training commissioned including the importance of wellbeing.
- Training for managers on Managing Remote Teams – new training commissioned including managing for wellbeing in teams.



- Tailored Teams Workshops – new workshops for teams to learn how to use Microsoft Teams effectively and make the most out of it for their team.
- Managing Difficult Calls – new training commissioned to support those dealing with challenging conversations when working in areas such as the Community Help Hub or on the Grants Team. [A reference guide](#) was also produced to support this work.



- Risk assessments for all activity away from own home.
- Temporary homeworking module from Cardinus rolled out to all – this supported those working in less than ideal home situations with practical and pragmatic suggestions. This has been supplemented with a [simple homeworking guide](#) with tips for making it work effectively and healthily.



- Equipment issue – separate keyboards, mice, headsets and laptop risers, loan of office chairs and desks where necessary have allowed healthy working positions. Away from the office FFTP3 masks and face shields have been issued.



- Staff Survey and Pulse Check – the larger staff survey and the short quarterly pulse check highlight common issues with health or work so that these can be addressed promptly.



- Culture and Communications working group – this group has been set up to ensure that we keep and develop a culture which is friendly, engaging, professional and fosters innovation; where our employees are positive and motivated to achieve the very best – one of the actions from this group has been to establish a social committee.



- Staff briefings are now monthly instead of quarterly.
- Temporary policies developed for payment of additional hours worked, annual leave flexibility and relaxation of normal flexi-leave rules.