

Wellbeing initiatives

When	Initiative
Numerous dates	<p>Mental Health Training</p> <ul style="list-style-type: none"> - Mental Health Awareness for managers - Mental Health Awareness - Mental Health First Aid - Youth Mental Health First Aid <p>At least 256 members of staff have been trained in 2017/18 and the first three quarters of 2018/19, this does not include staff that have attended the open courses. All courses opened to staff have been completely full, with plans to continue the training in 2019.</p>
8 th November 2017	<p>Newington Barrow Way Health Fair</p> <p>Attended by over 90 members of staff, event consisted of marketplace with stalls (e.g. unions, volunteering, stop smoking services, HR) and drop-in lunchtime sessions (i.e. chair yoga, dance class, Ted Talk).</p>
December 2017 – February 2018	<p>Mental Health Focus Groups for Staff and Managers</p> <p>There was a total of nine focus groups, spanning all offices (i.e. cottage road, 222 Upper Street, Town Hall and Newington Barrow Way). They were conducted to gather staff and manager feedback on sources of excessive pressure, ways of coping and ideas about ways to reduce excessive pressure in the workplace, ultimately to inform the staff mental wellbeing action plan.</p>
March – April 2018	<p>Staff healthy eating lunchtime sessions</p> <p>Three lunch time sessions were held in conjunction with the National Public Health England healthy eating campaign, the topics included Sugar Smart, myth busting and eating well at work. These were well attended, and healthy eating posters were created and posted on every lunch area in the offices.</p>
24 th April 2018, and quarterly	<p>First Workforce Wellbeing Steering Group Meeting</p> <p>A Workforce Wellbeing Steering Group was created, with senior representation from each of the directorates, staff forum chairs, health and safety, leisure, etc. This group meets quarterly to discuss staff wellbeing across the Council, co-sponsored by the Director of Public Health and Director of Human Resources.</p>
15 th May 2018, and monthly	<p>First Mental Wellbeing Champions meeting</p> <p>Mental wellbeing champions network was created, with all staff passionate about mental health invited. This group meets monthly, with the aim of sharing good practice of mental wellbeing at the team level across the Council. Each meeting is themed, with external guests being invited. Topics have included stress risk assessment, mental health first aid training, mental health champions in the community, etc. Champions have also begun to organise their own workplace wellbeing initiatives, for example Winter Wellbeing Crafts at lunch time in December 2018.</p>
4 th June – 13 th July 2018	<p>Take a Walk – Staff Walking Challenge</p> <p>Over 500 Council staff took part in this challenge, which was to walk at least 30 minutes briskly every day for seven weeks, with weekly and overall challenge sponsored prizes (e.g. spa vouchers, team breakfasts). Teams were formed across the Council, including CMB.</p>

	Over the seven weeks, survey results pre and post challenge suggested improvement in activity during the week, stress levels and views of the Council as an employer.
October 2018	Launch of Staff Mental Wellbeing Action Plan & Staff Wellness Hour Trial In a Friday Feature, the Staff Wellbeing Action Plan was launched, which includes actions for all staff, reflecting on the feedback provided as part of the staff and manager focus groups. Moreover, the Staff Wellness Hour trial was launched, for teams, where possible, to trial one hour each week where they took part in a wellness activity. The trial will continue until March 2019.
10 th October 2018	World Mental Health Day Staff Wellbeing Fair & Wellbeing Sessions Attended by over 100 members of staff, event consisted of marketplace with stalls (e.g. unions, volunteering, stop smoking services, HR) at the Town Hall and lunchtime sessions across three offices, these included meditation, personal resilience, mental health pub quiz, yoga, etc.
18 th October 2018	World Menopause Day Café First meeting of staff interested improving workplace health for those living with or supporting those with menopause. A menopause group was created on Yammer, with membership from the staff Women's Forum and future events will be planned by members of this group.
5 th December 2018	Winter Crafts Wellness Hour Led by the staff wellbeing champions, this was an opportunity for staff to trial a wellness hour through crafts during a lunch hour.

Upcoming Initiatives

When	Initiative
January 2019	CSSC drop-in sessions CSSC Sports & Leisure membership provider to provide drop-in sessions to inform staff of their offer (e.g. English Heritage membership, discounted movies).
January – February 2019	Health Check Kiosk roadshow Health Check Kiosk will be set up at various offices (e.g. cottage road, Newington barrow way) throughout the months to enable staff in all buildings to access. The check includes BMI, blood pressure, etc.
February 2019	Time to Talk Month – Wellness Wednesdays This will be a series of wellness activities organised by the staff wellbeing champions.
February 2019	Launch of Wellness Fund This will provide the opportunity for teams to bid for money to run their own wellness activity (e.g. mindfulness, yoga, meditation, craft supplies).
Spring 2019	Launch of internal staff benefits brand This is jointly being developed with internal communications and learning and development, to make staff benefits more accessible and easily understandable for staff. This will include strategic promotion of the Employee Assistance Programme services.
June-July 2019	Second annual walking challenge

	Much like 2018, this will involve teams to participate in teams and take part in brisk walking for seven weeks.
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