

VALE of GLAMORGAN



BRO MORGANNWG

# IMPROVING WELLBEING IN THE WORKPLACE

- ▶ Organisation Culture, working environment, employee participation and engagement employee surveys, trust and transparency
- ▶ Line Manager Support/Effective Leadership
- ▶ Occupational Health
- ▶ Wellbeing Champions
- ▶ Organisational Development
- ▶ Health and Safety
- ▶ HR Team
- ▶ Our Support Networks, Diverse, GLAM
- ▶ Internal Communication



# MULTIDISCIPLINARY APPROACH

Wellbeing Champions (previously  
Mental Health Champions)

Engagement between initial  
attendees at training.

Small groups

Regular meetings

Continuous link

Health promotion

Events and awareness

WELLBEING CHAMPIONS IN THE VALE  
THE STARTING POINT



Health and fitness



Room for relaxation/  
breakout



Time for lunch  
breaks/impact on



Opportunities to  
interact socially  
during work time



Events – raising  
awareness



Raising money

# WELLBEING CHAMPION ACTIVITIES



Activity description	Internal lead (include contact details)	Timescale	Time to Change Wales resources	Actions	Status
Encourage staff dialogue – talking tips	TG/RJ	2015 – ongoing	Materials	Materials left in kitchens, StaffNet, notice boards.	Regular and ongoing.
Review stress policy and make links to other policies – management of attendance, flexible working, career breaks, domestic abuse, capability, discipline & grievance, harassment & bullying – examine	TG/AD & Human Resources	January 2019	n/a	Reviewed policy now called “Mental Health & Wellbeing” Policy. Approved by CMT January 2019 & disseminated to employees and copy on StaffNet.	Completed

# TIME TO CHANGE ACTION PLAN

**time to change**  
**Wales**

**let's end mental health discrimination**

- ▶ Menopause
- ▶ Alcohol
- ▶ Sleep
- ▶ Fitness
- ▶ Nature



**NATIONAL FITNESS DAY CLASS TIMETABLE**

<b>SPORTS HALL</b>		<b>OUTDOOR</b>	
Circuit Training	06:30-07:30	Prehab	12:30-13:15
Pilates	10:00-10:55	Metafit	14:30-15:00
Zumba	12:00-12:55	Dance Fitness	16:00-17:00
Multi Fitness	13:30-14:30	Bootcamp	17:30-18:15
20-20-20	18:00-18:55		
Stretch and Tone	19:00-19:55	<b>SWIMMING POOL</b>	
<b>DANCE STUDIO</b>		Swimming Drills	12:15-13:00
Stretch Class	10:00-10:55	Aqua Fit	13:15-14:00
Dance Fitness	11:00-11:55	Swimming Drills	20:00-21:00
Yoga	12:30-13:30		
Body Pump	18:00-18:55	<b>COLCOT</b>	
Beginners Yoga	19:00-19:55	Yoga	14:00-15:00
		Junior Circuits	16:00-17:00
<b>CYCLE STUDIO</b>		Functional Fitness	17:30-18:30
Indoor Cycling	06:30-07:15	Strength, Balance and Flexibility	18:30-19:30
RPM	08:30-09:15		
The Trip	10:30-11:30		
Indoor Cycling	12:00-12:55		
Sprint	14:30-15:00		
RPM	16:00-16:45		
Indoor Cycling	18:00-18:55		
Beginners Indoor Cycling	19:00-19:45		

WELLBEING THEMES



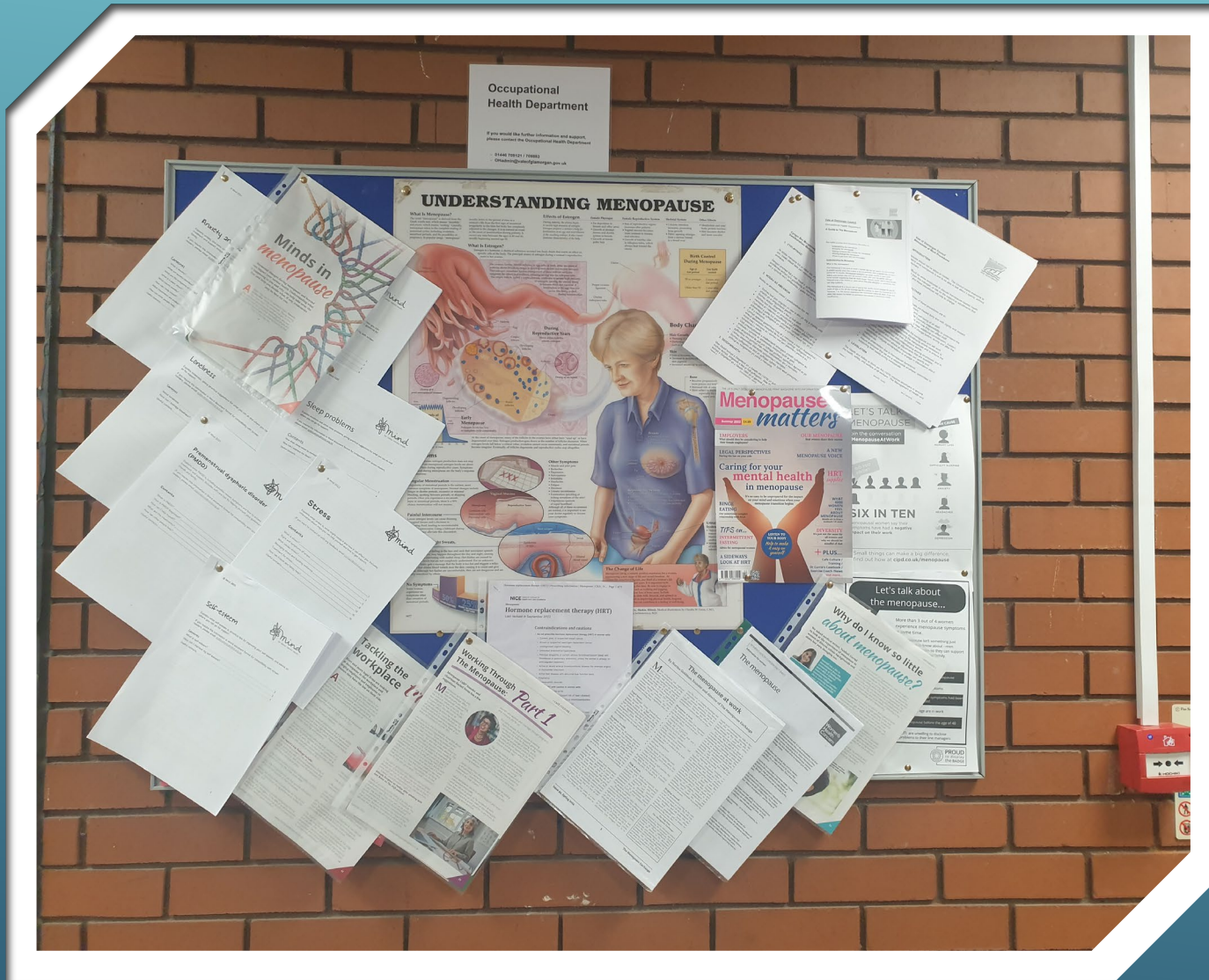
- ▶ Established group
- ▶ Engagement events – buffet, raffle, information pages
- ▶ Wellbeing pages – nutrition, physical activity,
- ▶ Group identity
- ▶ Chat page
- ▶ Logo
- ▶ Health and Wellbeing Strategy development

WELLBEING  
CHAMPION  
OUTCOMES



# OCCUPATIONAL HEALTH

- ▶ Absence Support/Management
- ▶ Health Promotion
- ▶ Flu Vaccinations
- ▶ Wellbeing Screening
- ▶ Menopause Awareness Sessions, across Council, including our schools
- ▶ Counselling





# HEALTH & SAFETY

- ▶ Supporting Policies and Procedures, in collaboration with our Trade Union Colleagues
  - ▶ Health Promotion
  - ▶ DSE and support for Hybrid working
  - ▶ Employee Assistance Programme
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## **Managing the cost of living webinar**

*On Tuesday November 8th @ 12pm The Learning Café are hosting a cost of living webinar with [Better with Money](#) for Talk Money Week at 12pm. With the increase in energy bills and other essential living costs this year, most people are going to feel the effect on their finances.*

# ORGANISATION DEVELOPMENT

- ▶ iDEV Learning Environment
- ▶ Learning Café's
- ▶ Cost of Living Support
- ▶ Employee Surveys
- ▶ Employee Engagement
- ▶ Culture Book
- ▶ Wellbeing and Resilience

QUESTIONS?

