



Hinckley & Bosworth
Borough Council

A Borough to be proud of

FORWARD TIMETABLE OF CONSULTATION AND DECISION MAKING

ETHICAL GOVERNANCE & PERSONNEL COMMITTEE 10 MAY 2018

WARDS AFFECTED: ALL WARDS

WELLBEING POLICY

Report of Director (Corporate Services)

1. PURPOSE OF REPORT

1.1 To present for approval the draft Wellbeing Policy (Appendix 1).

2. RECOMMENDATION

2.1 That the Committee approves the policy.

3. BACKGROUND TO THE REPORT

3.1 The development of an organisational approach to the promotion of employee health and wellbeing is a strategic theme within the refreshed People Strategy, which was approved in September 2017. Employee health and wellbeing has a significant impact on an organisation's productivity and capacity, its ability to recruit and retain employees and its reputation as an employer of choice.

3.2 One of the actions within the strategic theme was to review the existing Stress Policy which was outdated and limited in its approach, as it focussed upon work related stress only. The Wellbeing Policy (Appendix 1) has been developed to set out a holistic organisational approach to supporting staff with their general health and wellbeing. The refreshed policy also links in to the broader strategic objectives of the 'Unified Prevention Board' including 'Workplace Health'; where the promotion of health and wellbeing activities seek to raise the health of residents within the county of Leicestershire. Large local employers such as the council should lead by example given that circa 75% of the workforce lives within Leicestershire.

3.3 The council does recognise that sustainable improvements will only be delivered if individuals take clear ownership and responsibility for optimising their own wellbeing and take advantage of the support and initiatives made available to them. It is acknowledged that during their working life, employees may face a range of health and wellbeing challenges, both mental and physical. The objective of the council's approach therefore, is to proactively support individuals to optimise their own health

and wellbeing as well as reactively supporting employees when dealing with instances of illness.

- 3.5 In order to promote health and wellbeing the HR team, working closely with Cultural Services, have developed a **Wellbeing Charter** (Appendix 2) to ensure that the aspirations of the Wellbeing Policy are met. Following approval of the Charter, a detailed action plan will be drawn up to oversee delivery of key priorities.
4. EXEMPTIONS IN ACCORDANCE WITH THE ACCESS TO INFORMATION PROCEDURE RULES
 - 4.1 The report to be taken in open session.
5. FINANCIAL IMPLICATIONS [IB]
 - 5.1 None arising directly from this report.
6. LEGAL IMPLICATIONS [AR]
 - 6.1 None arising directly from this report.
7. CORPORATE PLAN IMPLICATIONS
 - 7.1 The policy supports the council's strategic aim to improve health of our residents through the Health and Wellbeing Strategy.
8. CONSULTATION
 - 8.1 The policy has undergone consultation with all staff via the Trade Unions.
9. RISK IMPLICATIONS
 - 9.1 It is the Council's policy to proactively identify and manage significant risks which may prevent delivery of business objectives.
 - 9.2 It is not possible to eliminate or manage all risks all of the time and risks will remain which have not been identified. However, it is the officer's opinion based on the information available, that the significant risks associated with this decision / project have been identified, assessed and that controls are in place to manage them effectively.
 - 9.3 The following significant risks associated with this report / decisions were identified from this assessment:

None.
10. KNOWING YOUR COMMUNITY – EQUALITY AND RURAL IMPLICATIONS
 - 10.1 Implementation of the policy and supporting charter aims to support all staff, particularly those with mental and physical conditions.
11. CORPORATE IMPLICATIONS
 - 11.1 By submitting this report, the report author has taken the following into account:

- Community Safety implications
 - Environmental implications
 - ICT implications
 - Asset Management implications
 - Procurement implications
 - Human Resources implications
 - Planning implications
 - Data Protection implications
 - Voluntary Sector
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Background papers: None.

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