

## **DRAFT Wellbeing Charter – A health commitment from your employer**

*Taken from the Thriving at Work Stevenson/Farmer Review of mental health and employers*

As part of our commitment to staff health and wellbeing, the Wellbeing Charter will sit alongside the Wellbeing Policy as a document outlining the ways in which initiatives will be delivered. It will address equal focus between physical and mental health conditions, prioritising the conditions that impact on staff wellbeing the most:

### **Core Standards**

1. Produce, implement and communicate a Wellbeing at Work action plan
  - We will produce a Wellbeing at Work plan which outlines in detail the activities we will deliver to address prevalent health issues. This will highlight lead officer and contact details
2. Develop mental health awareness among employees
  - We will provide training and opportunities for learning available to every employee whether face to face or on-line
3. Encourage open conversations about health and wellbeing support available to employees
  - We will provide opportunities for open conversations by organising events and providing support for specific conditions
4. Provide employees with good working conditions and environment
  - We will use HSE Stress Management Standards to identify areas for improvement
  - We will be committed to making reasonable adjustments to improve working conditions of staff that require additional support
5. Promote effective people management
  - We will encourage open dialogue about health and wellbeing among employees and managers as appropriate
6. Routinely monitor employee health and wellbeing
  - We will have a standing agenda item on the Statutory Safety Committee
  - We will organise interventions which address prevalent health conditions

### **Enhanced Standards**

1. Increase transparency and accountability through internal and external reporting
  - We will regularly report on staff wellbeing at SLT meetings and Statutory Safety Committee meetings. We will plan activities and interventions as a response to these reports
2. Demonstrate accountability by nominating a health and wellbeing lead at Senior Leadership level
  - We will have a health and wellbeing lead at SLT level
3. Improve the disclosure process

- We will publish names of staff that can be a first point of contact about any health issue including HR and the Health team in Cultural Services
4. Ensure provision of tailored in house physical and mental health support and signposting to clinical help
- We will promote services delivered by our Occupational Health provider
  - We will utilise the existing skills that are identified amongst our staff
  - We will use the skills of the Health and Physical Activity Team in Cultural Services