



## **POLICY AND RESOURCES SCRUTINY COMMITTEE – 28<sup>TH</sup> SEPTEMBER 2021**

**SUBJECT: EMPLOYEE WELLBEING STRATEGY 2021 - 24**

**REPORT BY: HEAD OF PEOPLE SERVICES**

### **1. PURPOSE OF REPORT**

- 1.1 The purpose of the report is to consult with Policy & Resources Scrutiny Committee in relation to the Employee Wellbeing Strategy 2021 – 24, attached at Appendix 1.

### **2. SUMMARY**

- 2.1 The Council's *Team Caerphilly – Better Together* Transformation Strategy was adopted by Cabinet on the 12<sup>th</sup> June 2019. As part of this Strategy, ten corporate reviews are being undertaken to transform how the Council Works and Workforce Development is one of them.
- 2.2 One of the actions of this review is to produce a Wellbeing Strategy, detailing how we will work together to fully support our employees' health and wellbeing.

### **3. RECOMMENDATIONS**

- 3.1 Policy and Resources Scrutiny Committee are asked to note the contents of the report and make comments prior to recommending the Employee Wellbeing Strategy 2021 – 24 attached at Appendix 1 to Cabinet for approval.

### **4. REASONS FOR THE RECOMMENDATIONS**

- 4.1 The recommendation is made to ensure that we have an Employee Wellbeing Strategy in place to work with our employees to promote and facilitate good health and wellbeing, and to provide excellent services to our people.

### **5. THE REPORT**

- 5.1 As stated, the Council's *Team Caerphilly – Better Together* Transformation Strategy was adopted by Cabinet on the 12<sup>th</sup> June 2019 and ten corporate reviews are being

undertaken to transform how the Council works and Workforce Development is one of them.

- 5.2 The Employee Wellbeing Strategy 2021 – 24 (attached at Appendix 1), acknowledges that the importance of employee health and wellbeing has become more widely recognised over the past decade. In particular there is increasing concern about mental health, and the growing pressures people face living and working in today's world. We also cannot underestimate the ongoing impact Covid may have on people.
- 5.3 Employee wellbeing is critical for business performance. A healthy workplace, that promotes a state of contentment, benefits both employees and the organisation.
- 5.4 The workplace can be an effective place to improve the wellbeing of individuals, families and communities. It can offer financial security, social connections and a sense of belonging, meaning and purpose. Our employees spend a significant amount of time in work so we have a critical role to play in the wellbeing of our workforce.
- 5.5 This is an ambitious Strategy and comprehensive in content with key priorities highlighted. It details how we achieve our vision: 'Working together to fully support our employees' health and wellbeing.'
- 5.6 Together with the actions and objectives prioritised in our Strategic Equality Plan 2020 - 2024, Workforce Development Strategy 2021 - 24, Sports & Recreation Strategy 2019 - 2029 and Green Infrastructure Strategy 2020, the effective implementation of this Employee Wellbeing Strategy will be fundamental to ensuring that wellbeing lies at the core of how the Council fulfils its strategic aims, conducts operations and delivers excellent services to our communities.
- 5.7 The Council's HR policies confirm that employees are our most valuable asset and recognise the importance of supporting the wellbeing of our employees when they are at work or absent due to sickness and ill health. Our people are at the very heart of everything we do. Our continuing success as a Council will be dependent on us promoting and facilitating good health and wellbeing, to enable us to provide excellent services to our communities. This Wellbeing Strategy reinforces this.
- 5.8 We have also taken account of the responses to the employee survey when developing this Strategy.
- 5.9 Under this Strategy, we will work collaboratively to support the health and wellbeing of our employees and to address the challenges identified within the Strategy and also any others that may arise.

#### 5.10 **Conclusion**

The Council's clear commitment to employee wellbeing is now captured in the Employee Wellbeing Strategy 2021 – 24, to ensure that we work with our employees to promote and facilitate good health and wellbeing, to provide excellent services to our people.

### 6. **ASSUMPTIONS**

- 6.1 There are no assumptions made within this report.

## **7. SUMMARY OF INTEGRATED IMPACT ASSESSMENT**

- 7.1 The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. It is recognised that the key principles of this Employee Wellbeing Strategy will have significant benefits for our employees.
- 7.2 This Strategy outlines our aspirations of being recognised as an employer of choice in terms of our approach to diversity, equalities, personal well-being, learning, being forward thinking and resilient to change and leadership development. Strengthening Inclusivity and Equality lies at the heart of this strategy.
- 7.3 The information collated through research, consultation, engagement (staff survey) and employee data has provided significant insights and evidence around which we were able to develop a holistic framework.
- 7.4 By strengthening the five key areas identified in the strategy, we can create a supportive and nurturing work environment that effectively supports employee physical and mental health and wellbeing.
- 7.5 The Integrated Impact Assessment is attached at Appendix 2.

## **8. FINANCIAL IMPLICATIONS**

- 8.1 There are no immediate financial implications to this report. Any budgetary requirements to support wellbeing will be subject to appropriate authorisation.

## **9. PERSONNEL IMPLICATIONS**

- 9.1 The personnel implications are included in the report.

## **10. CONSULTATIONS**

- 10.1 The consultation responses have been incorporated in the Strategy.

## **11. STATUTORY POWER**

- 11.1 Local Government Act 1972

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Appendices:

- Appendix 1 Employee Wellbeing Strategy 2021 – 24  
(An accessible version is available on request)
- Appendix 2 Integrated Impact Assessment