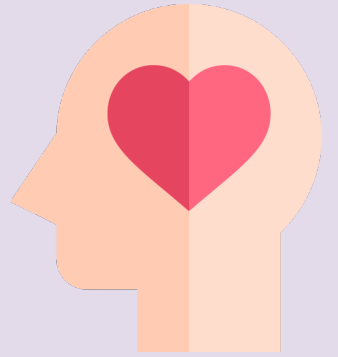


Health and Wellbeing for staff

Mental health

- **Free private counselling**
- Health & Wellbeing **resilience training**
- **Mental Health awareness** training for managers
- **Healthchecks** for mental health
- **Engaging and Motivating** Hybrid Teams Training



Work/Life balance (Wellbeing)

- Full **ICT equipment** for all staff
- **MS Teams with video option** available for all
- Provision of **desks and chairs** for agile working
- **Hybrid working option** for all staff
- **Working Remotely** training
- **Ways of Working group**
- Team '**coffee mornings**'
- **New meeting rooms and office breakout areas**
- **Volunteering opportunities**



Self-Development/Improvement

- Range of **training and courses available to all** including e-learning
- Opportunities within teams, **shadowing, job training etc.**
- **Training** funded by National Apprenticeship levy
- **Management courses** and external qualifications
- Relevant **Professional Subscriptions** paid



Communication

- Regular **staff surveys**
- Information on **staff intranet**
- Regular Chief Executive/Council Leader **weekly e-mail**
- **5 things you need to know** weekly e-mail to staff
- Regular **Chief Executive talks and briefings** to all staff
- Regular updates from meetings **documented on the intranet**



Our Personal Health (& Safety)

- **Occupational Health** referrals
- **Free 'health check'** appointments for general health, mental health and menopause
- BUPA Employee Assistance Programme **24/7 phone line**
- **Health Officers Group**
- **Wellbeing Strategy**
- **Health & Safety Group**
- **DSE Risk Assessments** for all staff
- **BUPA Health Plan Scheme** available to all
- Subsidised **Winter Flu** jabs

