

## POLICY REVIEW AND DEVELOPMENT PANEL REPORT

REPORT TO:	Corporate Performance Panel		
DATE:	5 <sup>th</sup> April 2023		
TITLE:	Employee Welfare and Wellbeing Support and Initiatives		
REPORT AUTHOR:	Becky Box, Assistant Director Central Services		
OPEN/EXEMPT		WILL BE SUBJECT TO A FUTURE CABINET REPORT:	Yes/No

### **REPORT SUMMARY/COVER PAGE**

<b>PURPOSE OF REPORT/SUMMARY:</b> <p>This item has been requested by CPP following discussions at its meeting held on 3<sup>rd</sup> October 2022. These discussions noted that a range of employee welfare and wellbeing initiatives were provided to Council employees and requested that a report outlining these be brought to a future meeting.</p> <p>The discussions also requested a report clarify whether the Council had responsibilities with regards to the provision of welfare and wellbeing support to Elected Members. This report will be presented separately by Legal Services.</p>
<b>KEY ISSUES:</b> <p>Members are referred to the attached report which sets out in more detail an overview of the range of welfare and wellbeing support and initiatives currently provided to Council employees.</p>
<b>OPTIONS CONSIDERED:</b> <p>N/A</p> <p>The report outlines information requested by CPP on 3<sup>rd</sup> October 2022.</p>
<b>RECOMMENDATIONS:</b> <p>That the report is considered by Panel members to familiarise themselves with the range welfare and wellbeing support/initiatives currently provided to Council employees.</p>
<b>REASONS FOR RECOMMENDATIONS:</b> <p>To fulfil the Panel's request.</p>

### **REPORT DETAIL**

#### **1. Introduction/Background**

On 3<sup>rd</sup> October 2022 Council considered a notice of motion, proposed by Cllr S Squire and seconded by Cllr J Rust regarding the "Menopause Workplace Pledge".

In summary, the motion proposed that the Council should be recognised as a menopause friendly employer, sign the pledge for both Councillors and employees, nominate a dedicated Menopause Champion among staff and arrange regular support and advice sessions that could be accessed by both staff and Councillors. As a result of the discussions at Council it was resolved that the Motion be referred to the Corporate Performance Panel for consideration.

The motion was considered by Corporate Performance Panel on 3<sup>rd</sup> October 2022. It was noted that there was a disparity between the support/services provided to Councillors and employees, on all matters relating to health and wellbeing, not just the menopause. During the discussions it was acknowledged that the Council had a specific duty of care for employees and that the menopause was already covered in the range of support, information and initiatives provided to employees. Concern was raised about singling individual issues out for particular focus given the wide range of health and wellbeing issues being experienced by staff at any given time.

As a result of the discussions, it was agreed that two separate reports would come back to the Panel. One setting out services and initiatives for staff and one dealing with legislation and policies for Councillors.

This report sets out the services and initiatives available to Council employees.

## **2. Issues for the Panel to Consider**

A summary of the welfare and wellbeing support for Council employees is provided in the attached paper which covers:

- Context setting for the provision of these services to employees
- A summary of current provision
- Details of new developments being progressed during 2023
- A summary of work undertaken specifically in relation to the menopause
- A recommended way forward in relation to all employee welfare and wellbeing matters

Members are asked to note that:

- Through Health and Safety legislation, the Council has a legal duty of care to its employees which requires both physical and mental health to be treated as equally important
- The Council's Health, Safety and Welfare policy sets out roles and responsibilities in relation to employee welfare
- The Council's Personnel Services team is responsible for a range of activities to support employee welfare and wellbeing
- A wide range of support is currently provided to employees, covering a range of physical and mental health issues

## **3. Corporate Priorities**

Not applicable.

## **4. Financial Implications**

Not applicable.

## **5. Any other Implications/Risks**

The Council must demonstrate its commitment to ensuring the health, safety and wellbeing of its employees.

## **7. Equal Opportunity Considerations**

Employee welfare and wellbeing issues must take into consideration a range of equality related factors, as covered by the Equality Act 2010. Some matters either are or have the potential to be covered by the Act, for example they may relate to actual or potential disabilities.

## **8. Environmental Considerations**

Not applicable.

## **9. Consultation**

The Council's Health, Safety and Welfare Policy is approved by Cabinet and Council following usual consultation procedures with management team and unions. Personnel Services develop welfare/wellbeing initiatives in consultation with Management Team and Trade Unions and work closely with unions on the delivery of many of these initiatives.

## **10. Conclusion**

A review of a range of employee welfare and wellbeing initiatives/support has been provided as requested by members of the Corporate Performance Panel.

## **11. Background Papers**

Health, Safety and Welfare Policy  
Wellbeing Hub  
Sickness absence management procedure