

Suffolk Workplace Wellbeing Charter

Background

The Workplace Wellbeing Charter is a statement of intent and commitment to supporting and improving the health and wellbeing of employees. It is no surprise that work has a strong influence on mental and physical health and wellbeing of individuals.

The first Workplace Wellbeing Charter was developed in Liverpool and to date there are 30 other variations that exist across England. In 2012/13 Public Health England commissioned a review to produce a national set of standards. The revised Charter was launched in June 2014.

Currently there are no existing schemes or providers in the East of England. A paper to Suffolk Chief Executives asked for their support for the introduction of the Charter, in their own organisations and in partnership across Suffolk. This committed the Chief Executives of those organisations to act as a champion project sponsor; commit the organisation to working towards the Charter and to nominate a Co-ordinator and Assessors within the organisation to take the Charter forward.

The Suffolk organisations working together on this project at present are Suffolk County Council, Babergh & Mid Suffolk Councils, Suffolk Coastal & Waveney Councils, Ipswich Hospital, EELGA, Cambridge Universities Hospital NHS Foundation Trust / West Suffolk NHS Foundation Trust; Tendering District Council and Public Health East England.

The Charter

The Charter aims to address health and wellbeing issues within the workplace and provides a framework and a set of standards to benchmark, evaluate and improve health and wellbeing support in a co-ordinated and consistent way across the Suffolk system.

The Charter standards are:-

- Leadership
- Absence Management
- Health and Safety
- Mental Health
- Smoking and Tobacco
- Physical Activity
- Healthy Eating

- Alcohol and Substance Misuse

There are three levels of achievement for each standard:

Commitment
Achievement
Excellence

The Suffolk group commitment was that all organisations achieve the level of excellence by January 2019.

Current position

Wendy Canham, Service Manager (Human Resources & OD) and Martin Hosker, Health & Safety Manager are project leads for the Charter for West Suffolk councils. It was always our intention to make a West Suffolk councils submission, in all 8 standards, within an 18 month period.

We have made our submission and are due to have an initial assessment later in October, which will be led by Public Health England. We will be the first of the cohort to make a full submission in all three levels of achievement in the 8 standards.

When preparing the work for submission it was clear that at West Suffolk councils a great deal of good work had already been done but it gave us gaps where we needed to reinforce or realign our priorities to ensure we could submit our submission.

As we are the first organisation to make our submission we have also committed to remaining in the cohort to help our partners to work towards completing their assessments within the agreed timescale. As it is the first submission we are also mindful that there will be some learning from the process and from any recommendations made or any award of the Charter.

The submission is attached for information.