

Update on our submission for the Suffolk Workplace Wellbeing Charter

Background

The Charter was commissioned as a 3 year commitment to achieve excellence in all 8 categories. We have been working alongside our neighbouring authorities, EELGA, ACAS, CCG and NHS Trusts. We took the decision to make our submission within 18 months to achieve excellence.

Process of assessment

We were the first organisation to submit our application for consideration against all 8 categories:-

Leadership
Absence Management
Health & Safety
Mental Health
Smoking & Tobacco
Healthy Eating
Physical Activity
Alcohol and Substance Misuse

On 25 October a panel of 4 assessors came on site to West Suffolk House to carrying out the interview assessment which included Chris Pyburn, Public Health, Suffolk County Council, Michele Taylor, Public Health, Norfolk County Council and Neil Wood and Claire Parker from Public Health England.

The process involved an initial assessment with Alex Wilson, Martin Hosker and Wendy Canham followed by a group session with a range of officers to gather evidence to support the submission and to test operational understanding of the evidence we had provided.

Outcome of assessment

On 10 November 2017 we were advised that we had successfully achieved accreditation to the Charter. We achieved the standard of excellence in 4 of the 8 categories. Excellence for Leadership, Absence Management, Health and Safety and Mental Health. The remaining 4 categories – Smoking and Tobacco, Healthy Eating, Physical Activity and Drug and Alcohol were given the standard of achievement with recommendations to enable us to reach excellence in these in the next 6-9 months.

We were commended for our strength in our range of people policies and strong leadership and staff involvement. We were also commended on our approach to supporting mental health, creating a culture and environment where employees feel valued and supported to maintain good health and wellbeing and making

positive steps towards being recognised as an employer of choice. We also showed good examples and evidence in how we manage absence and how flexibility was being applied to support long term conditions, family and/or caring responsibilities and facilitating early returns to work.

Future commitment

In order to achieve excellence in the 4 remaining areas we will be working with OneLife Suffolk. OneLife Suffolk is a partnership between Leeds Beckett University, MoreLife, Quit 51 and Healthier Futures, commissioned by Suffolk County Council. They offer a range of services including smoking cessation, weight management – adult and child, NHS health checks and training.

We offered a series of NHS health checks to our staff in 2017 and continuing to do so in 2018, these have been very well attended. The test is a 30 minute individual health advice and screening and the results give a clearer picture of health and risk of developing heart disease, stroke, kidney disease or diabetes.

We have committed to work with our Suffolk partners to support peer assessment to others prior to their submissions and to continue to be part of the Suffolk Workplace Wellbeing network.