

Update for the Suffolk Workplace Wellbeing Charter

Background

The Charter was commissioned as a 3 year commitment to achieve accreditation in all 8 categories. We have been working alongside our neighbouring authorities, EELGA, ACAS, CCG and NHS Trusts in Norfolk and Suffolk.

Our target was to achieve excellence in all the categories within 18 months.

Process of assessment

As you are aware we have been gathering evidence on the activities that we do with the Councils to show we meet the standards required by the charter in each of the 8 categories listed below:

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

We were the first organisation to submit our application for consideration and our assessment took place at West Suffolk House on the 25 October 2017.

The assessment panel consisted of 4 assessors, 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 from across the organisation to confirm 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 as listed below:

- Leadership - Excellence
- Absence Management- Excellence
- Health & Safety - Excellence
- Mental Health - Excellence
- Smoking & Tobacco - Achievement
- Healthy Eating - Achievement
- Physical Activity - Achievement

- Alcohol and Substance Misuse - Achievement

Along with recommendations on how we could reach excellence in the smoking & tobacco, healthy eating, physical activity and alcohol and substance misuse.

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

We will continue to work in order to achieve excellence in the 4 areas by 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 also offered osteoporosis testing (for woman) along with prostate cancer testing (for men) in 2017, again very well attended with positive feedback, again this has been arranged for May 2018.

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.