

Belonging & Wellbeing Strategy

Date: 30 March 2022
Agenda Item:
Contact Officer: Christie Tims, Chief Operating Officer

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Key Decision? NO
Local Ward Members N/A



EMPLOYMENT COMMITTEE

1. Executive Summary

- 1.1 In December 2021 members received a presentation of the emerging belonging and wellbeing strategy being developed to support employees as part of the Being a better Council change programme.

2. Recommendations

- 2.1 That the committee approve the Belonging & Wellbeing Strategy set out at **Appendix A**.

3. Background

- 3.1 Lichfield district council is an organisation that values diversity and supports mental and physical wellbeing of its workforce. The strategy aims to have a positive impact on the workforce leading to improved staff engagement and ensuring high performance rates which will mean better delivery of services to residents.
- 3.2 The strategy will be supported by an Action plan which is being developed and progressed by the Belonging and Wellbeing Group. Inclusion networks are naturally developing as a result of work done to date including support for carers and young people already established.
- 3.3 Mental health was one of the key issues to arise as a result of the strategy discussions and a number of Mental Health First aiders are now due to receive refresher training and several new volunteers coming forward to undertake the role.
- 3.4 As the action plan develops future updates will be provided to the committee.

Alternative Options	A belonging and wellbeing strategy was agreed for development as part of Being a Better Council by Cabinet in November 2021
Consultation	Extensive internal communication and engagement has taken place in developing the strategy including all staff, managers, members, support providers and unions.
Financial Implications	None arising as a direct result of this strategy. Any actions that may require funding will be approved via the appropriate channel upon demonstration of the business case.
Approved by Section 151 Officer	Yes
Legal Implications	This strategy links to our employment and equality obligations
Approved by Monitoring Officer	Yes

Contribution to the Delivery of the Strategic Plan	This supports the Council's Strategic Plan 2020 to 2024 to be a good council and Being a Better Council programme Meeting our equality obligations is a core value of the organisation.
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Equality, Diversity and Human Rights Implications	This strategy supports our equality obligations to our workforce. An equality impact assessment has been started in relation to this strategy and will be further developed by the action planning process.
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Crime & Safety Issues	None identified
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Environmental Impact	None identified
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GDPR / Privacy Impact Assessment	None arising from the report.
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	Risk Description & Risk Owner	Original Score (RYG)	How We Manage It	Current Score (RYG)
A	That we fail to support our workforce effectively	Yellow Likelihood (Green) and Impact (Yellow)	This strategy should ensure we have a range of mechanisms to identify and support employees.	Green Likelihood (Green) and Impact (Green)
B	That we do not engage staff	Yellow Likelihood (Green) and Impact (Yellow)	Mechanisms to engage have been firmly put in place and are continuing to yield positive feedback as a result.	Green Likelihood (Green) and Impact (Green)

	Background documents
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	Relevant web links
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