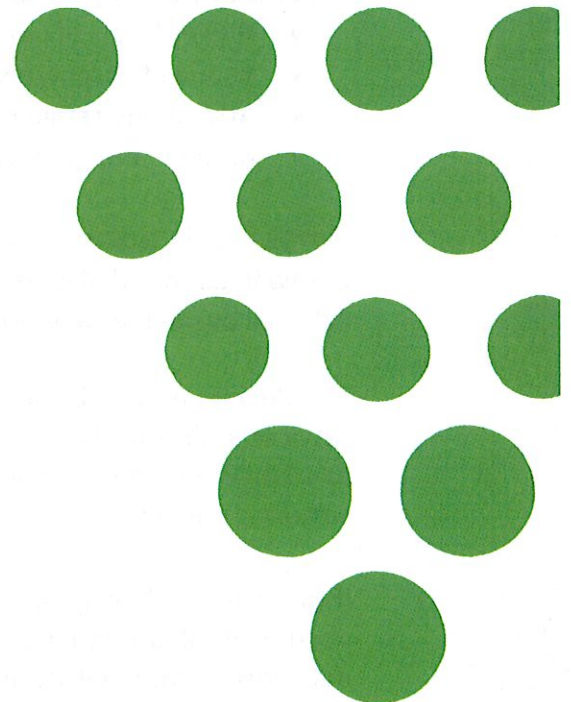




CORNWALL
COUNCIL
one and all • onen hag oll

Wellbeing services provided by Cornwall Council

Document prepared by Olivia Dunlop, Wellbeing Advisor



INTRODUCTION

Employers have a fundamental duty of care for the physical and mental health and well-being of their workers. However, research shows that only around half of organisations have employee well-being on their senior leaders' agendas.

A focus on employee health and well-being should be a core element of any HR strategy, and central to the way an organisation operates and fulfils its mission. It should not simply consist of one-off initiatives.

In line with wider evidence, research shows that the main risks to employee health are now psychological, with mental ill-health and stress being the top two causes of long-term absences. Yet an ageing workforce means implications such as age-related disabilities and long-term health conditions must also be weighed and managed if workplace health and well-being is to be holistically addressed.

What is the importance of supporting wellbeing in the workplace?

There's lots of different ways that an effective strategy can offer great benefits to your employees. These include:

- Improved focus at work
- Reduced stress
- Increased job satisfaction and positive outlook
- Physically healthier and improved general wellbeing
- Better relationships with colleagues and managers

Benefits to your organisation include:

- Higher levels of performance and increased productivity
- Reduced absenteeism, presenteeism and sickness absence
- Attract and retain top talent
- Be seen as a great place to work

What is this document about?

Cornwall Council deliver extensive wellbeing services to their own staff as well as external businesses and organisations.

This document details the services and cost involved in delivering different wellbeing services and/or packages. Due to the current circumstances and restrictions in regard to social interaction, many of our face-to-face services are currently being delivered virtually. We hope to be delivering services face-to-face as soon as possible.

If there are wellbeing services you are in need of aside from what is detailed in this document, please discuss your needs with us, as we may be able to organise the delivery of additional services not currently listed.

Training via Skype/Microsoft Teams

We currently are able to offer the following training virtually:

- **Be Mindful About Mental Health training (2hr training session)**
This training looks at the best ways for individuals to support their own mental health, covering tools and techniques such as mindfulness, positive reframing, gratitude and making positive lifestyle choices.
- **Resilience (2hr training session)**
This training looks at personal resilience, how resilience can fluctuate and ways in which you can build resilience.
- **Well at Work for managers (half day training for up to 8 participants)- A**
Well at Work training session looks at how to build resilience through good management practice, specifically during this difficult time. The training will hopefully help participants really understand good management practice including effectively improving attendance and managing stress
- **Tiredness & Fatigue Awareness**
This hour-long session will focus on identifying the causes of tiredness and fatigue to help you avoid burnout during lockdown, alongside some great hints and tips to help you maintain a healthy work-life balance.
- **Health Champion training (half day training for up to 12 staff participants)**
This session looks to improve attendees knowledge of the principles of health improvement and also raise awareness of how they can promote behaviour change amongst colleagues via signposting, health campaigns and wellbeing initiatives.
- **Managing in a Digital World training:** Considering aspects of how to manage your health and wellbeing whilst working remotely, looking specifically at connecting with colleagues and employing positive behaviours whilst managing significant digital demand.

Dependent on Covid-19 rates locally and any imposed restrictions, there may be the potential of face to face training if preferable. However, this may change the length of the courses due to increase interactive activity and group discussion, as well as the costing due to factoring in travel and increased course length.

If there is another area of health and wellbeing you would like training in, please let us know as we may be able to develop training specifically for you (at an additional cost).

Lifestyle Clinics via Skype/Microsoft Teams

The Lifestyle Clinic is a service designed to support individuals to make healthy changes to their current lifestyle. A range of topics can be discussed, such as diet, exercise, smoking, alcohol consumption, sleep and mental health, depending on the needs of the client.

Appointments will be individually designed and are dependent on the goals of the individual. In addition to goal setting and monitoring they may include;

- Signposting to additional services/ organisations
- Health Checks (when able to be delivered face to face) – including Blood Pressure, Cholesterol, Height, Weight, BMI, Body Fat%, Lung Function.
- Feedback and monitoring of food diaries to identify areas for change
- Feedback and monitoring of activity diaries to identify areas for change
- Support with meal/activity planning

Health checks

Health checks are 1:1 appointments with a member of the HS&W Team who will take various measures of physical health (e.g. blood pressure, weight, BMI, body fat) before providing relevant brief lifestyle advice & signposting to support services.

Our team are usually capable of delivering up to 8 appointments a day on-site.

Joint Pain Advice service

Joint Pain Advice (JPA) is an intervention that helps people experiencing chronic knee, hip or back pain manage their pain.

Each individual will be offered up to four appointments and together with the JPA will agree a simple action plan to help them strengthen the joints and muscles. They will receive advice and information about their joint or back pain and learn self-management strategies. This may include things such as action planning, pain management and pacing.

The Advisor can also signpost to other services that may help. At agreed follow up sessions, they will discuss with the participant how they are getting on and together they will make decisions about their health. This allows the participant to be more in control of their pain and helps them cope better.

More information on eligibility can be provided if interested.

Live Skype/Microsoft Teams fitness classes

A live bodyweight fitness class is currently run every week for Cornwall Council staff (Thursdays 8am-8:45am). Access to these existing classes can be purchased. Alternatively, our team can organise fitness classes on a day and time to suit your staffing body (at an additional cost).

Each workout consists of a 10 minute warm up, a 20 minute workout and a 10 minute cool down & stretch. All abilities welcome as a variation of movement options will be made available for those struggling with the planned movement.

Staff wellbeing survey & manager report

Our team is able to work with higher management in an organisation to create a targeted online health and wellbeing questionnaire to analyse the physical, mental and financial wellbeing of your employees.

Results are anonymous which encourages a higher level of response, allowing for a greater picture of staff health and wellbeing.

A report will be provided to higher management on the results of the survey.

Wellbeing presentations

The wellbeing team are holding presentations for teams/services on:

- what support is available within Cornwall Council regarding wellbeing (if a wellbeing contract has been bought to access these services)
- things you can actively do to support your personal health and wellbeing
- tips/advice on how you (and managers) can support the health and wellbeing of your teams.

Health Champion support

All trained Health Champions will receive ongoing support in regards to fulfilling their role, as well as receiving monthly Health Champion newsletters and invites to quarterly network meetings (at which there may be wellbeing activities or guest speakers, as well as opportunities to network with other Health Champions from around the county).

Workplace Health & Wellbeing website access

Visit our [Workplace Health and Wellbeing website](#) for a variety of wellbeing resources on a wide range of topics covering physical, mental and financial wellbeing.

We can create a generic login for employees to be able to log in to access this information and resources.

Cornwall Council Health & Wellbeing Facebook access

We have a [Cornwall Council Health and Wellbeing Facebook Page](#) which provides a platform for Cornwall Council staff to connect with each other as well as share opportunities for improving health and wellbeing.

Those looking to join the group must answer the application questions – please ensure that you specify in your responses what school you work for so that we are

aware you are a paid-in school. Otherwise, the administrators may deny your request to join the group.

Health campaign resources and support

Our team encourage workplaces to coordinate a range of health campaigns to raise awareness around various issues regarding physical, mental and financial health.

We regularly source and send out resources for specific local/national/international health campaigns that workplaces may want to get involved in.

'5 Ways to Wellbeing' weekly email

Evidence suggests there are 5 steps we can all take to improve our mental wellbeing: Connect, Be Active, Take Notice, Learn and Give.

Our wellbeing team collate a variety of opportunities on a weekly basis suggesting how some of these things can be achieved in the week ahead.

Please provide a main email address for us to send this email to for you then to distribute to your staff.

Support and signposting

Our Occupational Health & Wellbeing team are on hand to answer your queries, and provide signposting and support in regards to all aspects of health and wellbeing.

TO FURTHER DISCUSS THIS OFFER, PLEASE USE THE FOLLOWING CONTACT METHODS:

Olivia Davenport, Wellbeing Advisor, email:

Olivia.davenport@cornwall.gov.uk

RESOURCES ON WORKPLACE WELLBEING:

Government guidance on workplace health and wellbeing - [Workplace health: applying All Our Health](#)

CIPD's point of view on health and well-being at work, including actions for Government and recommendations for employers

Health and well-being at work 2021: Survey report

Prepared by:

Olivia Davenport

Wellbeing Advisor

People, Change and Digital

16 September 2021

