

Working Well Together

DRAFT Communications Activity Overview 2023



This plan outlines the main themes and activities that will support roll out of the Wellbeing Strategy. The primary aims of Working Well Together are to support:

- Healthy lifestyles and physical wellbeing.
- Managing stress and mental wellbeing.
- Financial wellbeing.
- Social wellbeing and work environment.

These aims were identified following feedback from staff wellbeing surveys. The aims will be reviewed quarterly by the Health Safety and Wellbeing Steering Group.

Volunteers are at the heart of the Working Well Together programme and will help to promote these activities within their teams and the wider workplace by:

- Highlighting campaigns and activities at team meetings and signposting to Our Somerset articles and the Working Well SharePoint site.
- Putting up posters and distributing leaflets (when available).
- Volunteering to help organise and staff events and activities.
- Including the Working Well logo and SharePoint link in your email signature and updating Delve to include your Champion status.
- Writing staff blogs on wellbeing.
- Delivering training and lunch and learn workshops.
- Providing peer support through clubs, networks, and one-to-one confidential conversations.

This work is supported by an extensive wellbeing SharePoint site and a wellbeing mailbox that is monitored by the HR team. We will also work closely with relevant Somerset charities to promote the work they do.

The draft activity plan outlines our proactive work, but we will adapt the plan on a rolling basis to respond to situations and employee feedback as needed.



April

Main focus: promoting our resources and ensuring equity of access

Related themes:

- WRAP (Wellbeing Recovery Action Plan) training for managers
- Care first – confidential support for staff and managers
- Rapid Access to Physio – how stress can lead to aches and pains
- Central Somerset Physiotherapy (CSP) demos/appointments for staff
- Salary Finance – addressing financial worries
- Somerset Emotional Resilience Hub
- Employee benefits – Pensions, Salary Finance, My Staff Shop

May

Main focus: managing change

Related themes:

- Dedicated SharePoint page signposting policies and resources
- Care first – support and advice for carers
- Flexible working and HR policies
- Employee support groups and clubs
- Promoting training including MHFA, Connect 5
- Menopause and Managers event run by the Menopause Matters staff group
- Walk this May wellbeing challenge

June

Main focus: ways of working

Related themes:

- Collaboration spaces and resources
- Promoting better working habits to prevent burnout and overwhelm
- Signposting to resources for managing stress and mental wellbeing
- Rapid Access to Physio – checking your posture and workspace setup
- Working Well Champion recruitment
- Wellbeing spaces and facilities, e.g. quiet rooms, breastfeeding room, prayer spaces

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July

Main focus: organisational values and culture

- Promoting an open culture of honesty and feedback
- Review champion training offer
- Review organisational pledges, e.g. Mindful Employer, Menopause Workplace Pledge
- Tour de Somerset cycling challenge
- Volunteering policy

August

Main focus: healthy lifestyles

Related themes:

- Public Health campaigns and health checks
- Healthy Somerset Website
- Somerset Activity and Sports Partnership
- My Staff Shop discounts
- Gloji virtual gym

September

Main focus: fairness, equality and inclusion

- Neurodiversity
- Bullying and whistleblowing
- Talks from staff to improve understanding and case studies on importance of using the right language
- Employee Support Networks
- Guest speakers from Somerset charities
- Equalities training