
REPORT TO:	HOUSING AND COMMUNITY SERVICE COMMITTEE	AGENDA ITEM: 8
DATE OF MEETING:	24th NOV 2016	CATEGORY:
REPORT FROM:	DIRECTOR OF COMMUNITY AND PLANNING	OPEN:
MEMBERS' CONTACT POINT:	VICKY SMYTH 01283 595776 vicky.smyth@south-derbys.gov.uk	DOC:
SUBJECT:	DERBYSHIRE HEALTHY WORKPLACES PROGRAMME	REF:
WARD(S) AFFECTED:	ALL	TERMS OF REFERENCE:

1.0 Recommendations

- 1.1 Members approve South Derbyshire District Council to sign up to the Derbyshire Healthy Workplaces Programme

2.0 Purpose of Report

- 2.1 To inform members about the Derbyshire Healthy Workplaces Programme
- 2.2 To approve South Derbyshire District Council's commitment to sign up to the Derbyshire Healthy Workplaces Programme

3.0 Detail

- 3.1 The Derbyshire Health and Wellbeing Strategy 2015 – 2017 has a strategic vision to reduce health inequalities and improve health and wellbeing across all stages of life.
- 3.2 Working is a key stage of life and workplaces are a key setting and crucial point of contact to influence health culture, environment and behaviours to impact individual and population health.
- 3.3 Workplaces play an important role in delivery of the prevention agenda in providing a point of contact for universal health and wellbeing, and an opportunity to identify issues, to intervene early and to support employees manage ill health.
- 3.4 Significant cost savings related to a healthy and happy workforce can be gained from increased productivity and decreased sickness absence.
- 3.5 Current sickness absence levels for the Council are 7.95 days/employee (2015/2016).
- 3.6 SDDC already offer a range of preventative workplace initiatives to support staff including subsidised Leisure Centre membership, cycle to work schemes and workplace physical activity opportunities such as table tennis. However, there is scope for more innovation to support staff to be healthier.

- 3.7 This is supported by an extensive selection of mandatory training aimed at supporting the health wellbeing of our workforce. Courses include health and safety awareness, manual handling, stress awareness and risk assessments. The Council continues to look for other opportunities to support staff, such as giving practical advice on home working.
- 3.8 South Derbyshire District Council has a proven track record of supporting its workforce to become healthier. In 2011 it was runner up in the Derbyshire Active Workplace Awards, going on to successfully win the award in 2013. Some of the innovative activities that contributed towards this recognition are outlined in the table below:-

Activity	Details
'Strictly Come Dancing'	Annual dance extravaganza
SDDC Health Champions	Trained staff who peer mentor others to make positive health and wellbeing choices
Stress Awareness week	Education programme and fun physical activity sessions to encourage staff to release stress e.g. 'office boxing'
The '50 Sports for 50 years' challenge	Giving staff the opportunity to take part in different sports that have never tried before e.g. bowling, lacrosse, canoeing, golf etc
Regular staff social activities	Monday evening badminton Tuesday lunchtime football
Internal communication campaigns	Promoting everything from 'Stoptober' through to 'Workplace Challenge'.
Healthier South Derbyshire website	South Derbyshire's one stop information shop showcasing sport and health events around the district.
Body M.O.T.s	Free health checks for staff and elected members

- 3.9 Derbyshire County Council has formally invited partners to commit to signing up to the Derbyshire Healthy Workplaces Scheme.
- 3.10 They are also asking for partner support to promote the scheme across their district to other businesses. This will be supported by the work of the South Derbyshire Partnership and the SDDC economic development team.
- 3.11 The Derbyshire Healthy Workplace programme offers flexible support tailored to individual organisation needs and requirements. After identifying the key priorities that affect the health and wellbeing of staff, the Healthy Workplace team then co-produce a tailored action plan to target these key issues and offer a range of support mechanisms and initiative ideas to help address them.
- 3.12 Key priorities could include, but are not limited to:- healthy eating, stopping smoking, mental health and wellbeing, stress awareness, physical activity, alcohol and substance misuse, attendance management and health and safety.
- 3.13 Co-ordination and delivery of the action plan will be controlled by a shared project management team, with cross departmental representation.

3.14 There will be an opportunity to work towards the National Workplace Wellbeing Charter.

3.15 More information on the Derbyshire Healthy Workplace Programme can be found here: <http://www.derbyshire.gov.uk/business/healthy-workplaces/default.asp?VD=healthyworkplaces>

4.0 Financial Implications

4.1 There will be limited financial implications for the Council, as this service is free to all workplaces in Derbyshire. Staff will benefit from the programme in their own time unless prior approval is agreed in advance with Directors. Co-ordination of this programme will be controlled by a shared project management team, with cross departmental representation.

5.0 Corporate Implications

5.1 This initiative supports:-

The 'Outcomes' section of the Corporate Plan including the following actions:-

- Maintaining a skilled workforce

The 'People' section of the Corporate Plan including the following actions:-

- Enable People to live independently

6.0 Community Implications

6.1 Supports South Derbyshire's 'Healthier Communities' approach.

7.0 Conclusions

7.1 A healthy, energised and motivated team will lead to better business performance and a better working environment for everyone. Creating a healthy workforce has the potential to reduce costs, increase productivity, reduce worker absence and staff turnover, reduce the number of workplace accidents and improve our reputation across the community.

8.0 Background Papers

8.1 N/A