

# HR Assurance Presentation

## Audit Committee

14<sup>th</sup> March 2024

## Employee Health and Wellbeing 2023/24

- Following covid we had a dedicated lead, the funding for which ran out in June 22. Since then the wellbeing activities have been co-ordinated within the HR team.
- We are ambitious to further develop our wellbeing culture and drive sustainable changes to improve our employee's wellbeing long term.
- Staff can access HAWB self-help books, podcasts, financial health advice, domestic abuse plus 24/7 telephone support



## HAWB Work to Date

- Dedicated HAWB pages on the intranet that provide 24/7 365 day employee assistance programme, self directed help and signposts to policies, external organisations and videos to support health and wellbeing.
- Developed the Mental Health first aider group to relaunch. This has involved training 30 employees who have volunteered to provide the assistance to colleagues at work who may be experiencing mental health struggles.
- Provided 526 face to face counselling service to over 90 employees. This was alongside the use of the EAP telephone service.
- Supported mental health awareness talks for hard to contact groups both face to face at toolbox talks (provided by Andy's Man Club) and a men's only online session with ManHealth who promoted both physical and mental health concerns in men.

## HAWB Work to Date

- **Occupational Flu Vaccine scheme**

- we purchased 252 vaccines
- Priority was given to front line workers in direct contact with vulnerable service users/client and then opened up to all staff
- 3 clinics provided at different venues in Middlesbrough. All 252 vaccines were booked, we initially had 13 unused vaccinations after the clinics were held, but staff that hadn't been able to book a spot were able to use these by visiting Medac's directly.



- **MFC Boro Bus**

- 3 days of health MOT's were provided on the Middlesbrough FC health bus
- Over 50 members of staff attended appointments held at various Middlesbrough Council workplaces where blood pressure, weight, irregular heartbeats and physical fitness were checked and recommendations given on how they could be improved.



## Better Health At Work Award



- We remain committed to the Maintaining Excellence Award which recognises the importance of sustaining our progress.
- Better Health At Work Award – 2023 submission was deferred to Summer 2024 as the assessment clashed with the move of the intranet where a lot of our information was saved. This doesn't impact on the award and we are confident that we will retain our status of Continuing Excellence.

## Employee Network Groups

- Our great staff networks have supported to shape organisational culture by using the ideas, passion and knowledge of our staff, effective networks can help both to create change and to support leaders and managers in implementing it. We have had Senior management support in leading the staff networks.
- The networks have been working on a re-brand to make sure they are fit for purpose. All the names/logos and events planned have been ran from the group with support from the EDI Lead.
  - RR&B (Race, Religion & Belief)
  - Disability and Wellbeing Network
  - GEN (Gender equality network)
  - SPECTRUM (LGBT+ network currently being rebranded)
  - Carers' Network
  - Menopause group

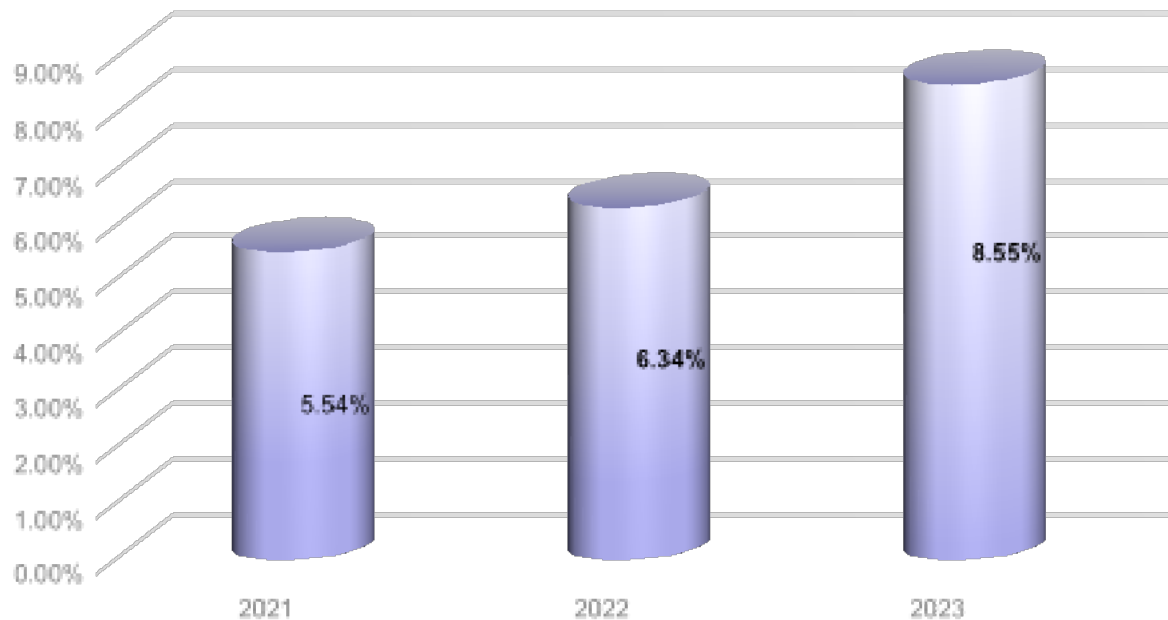


## Staff Networks & Support Group

- Miss Menopause has been engaged to provide 2 training sessions this year, 1 aimed to support those experiencing symptoms of menopause, 1 for managers to understand the support they can provide. These have had excellent feedback and supported the menopause group to grow.
- 72% of our workforce is female, there had been direct requests from employees to create a group. This has also supported some of the initiatives the GEN network are reviewing and we are looking at introducing a period positive workplace.
- We recognise that the way people write and speak about others can support equality, diversity and inclusion but using certain language can also exclude and discriminate certain groups based on age, race, ethnicity, disability, gender or sexual orientation. To ensure we are using inclusive language an inclusive language toolkit has been developed for all staff.
- In 2023 we re-launched our inclusion calendar which highlights key diversity, inclusion, wellbeing and awareness dates throughout the year. The calendar allows us to celebrate the diverse and inclusive nature of its community, promoting respect and understanding between all groups.

# Absence Management

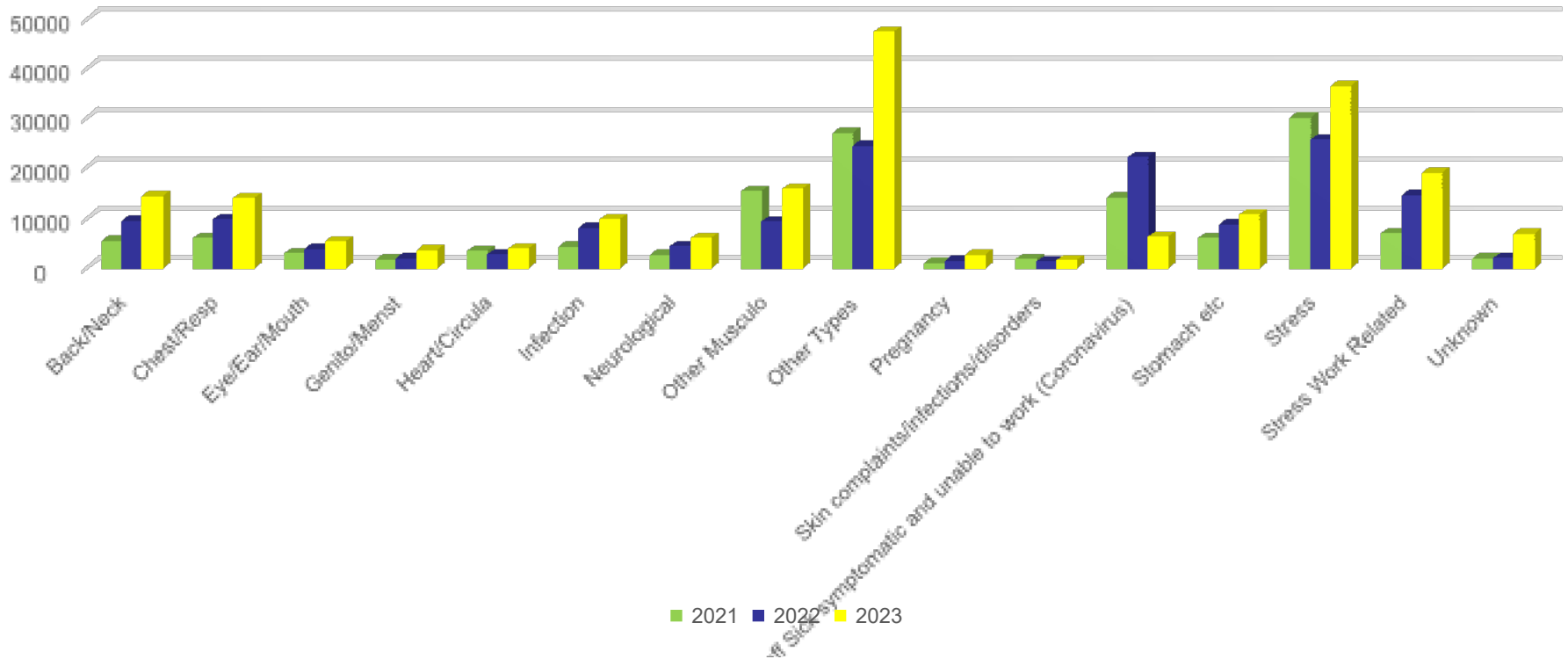
Sickness % by Year



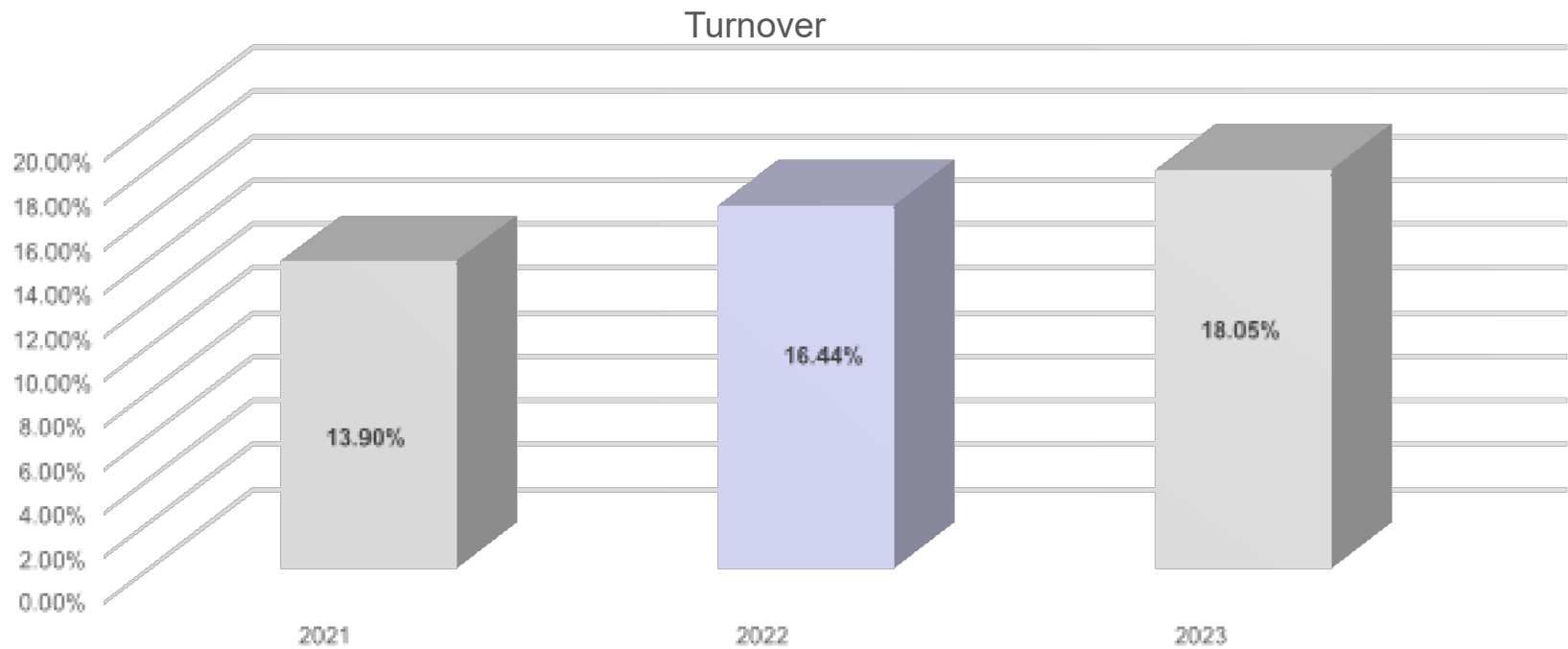


# Top Absence Reasons

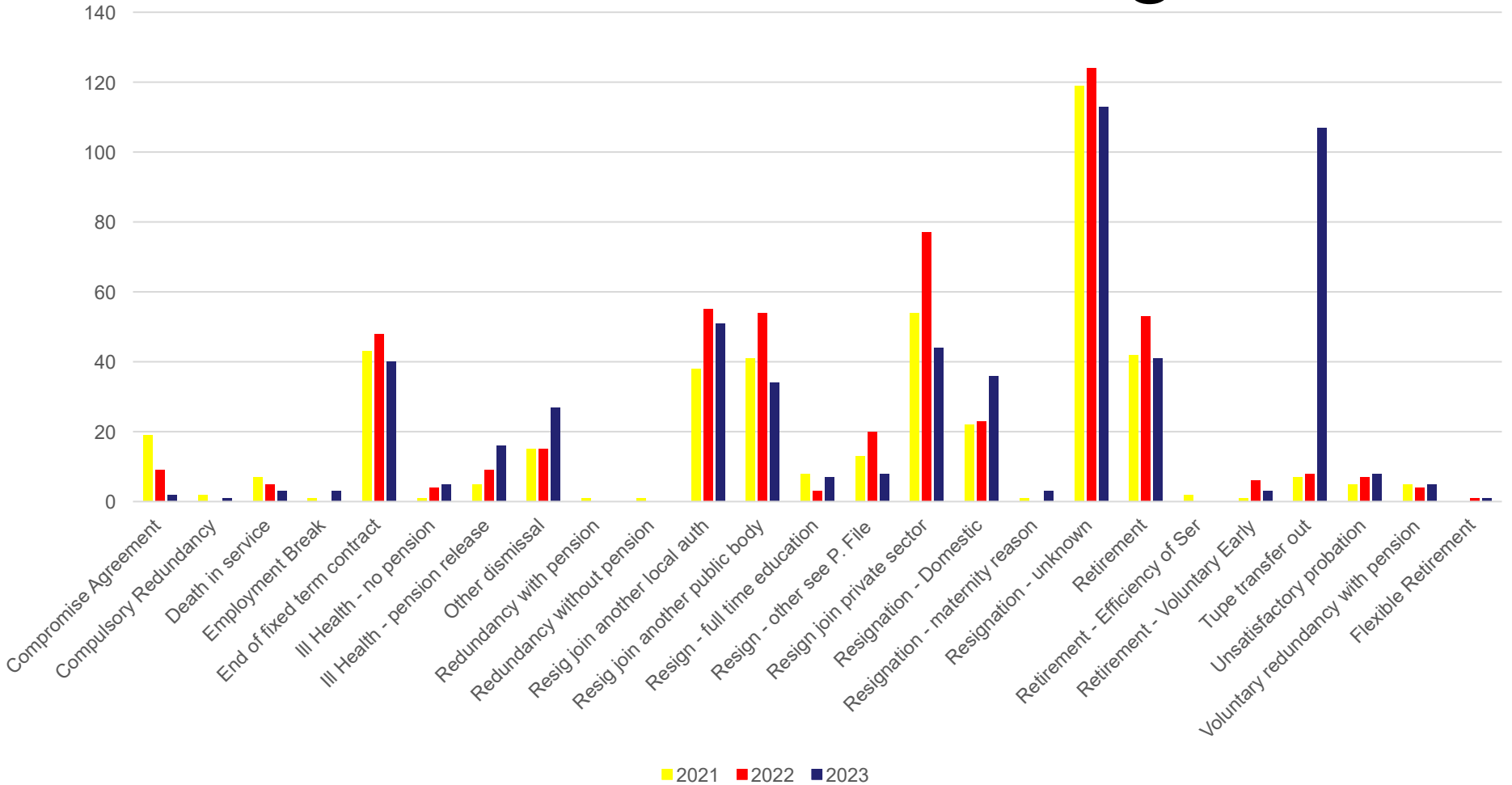
Hours lost by sickness reason



# Turnover by year



# Reason for Leaving



2021 2022 2023



## What's Coming Next?

- The launch of the people strategy supports our focus on Staff Health & Wellbeing, in order to deliver our ambitious ask, a business case for a full-time post on a permanent basis was accepted and recruitment will commence.
- The launch of the Bridge and the move to SharePoint have prompted a review of the intranet content and a programme of improvements, updates and increase of ease of navigation.
- Quotes are currently being gathered by procurement for the face-to-face counselling service. This will include a greater emphasis on learning and development that can support staff and managers to prevent / shorten periods of sickness absence related to mental wellbeing

# Questions?