

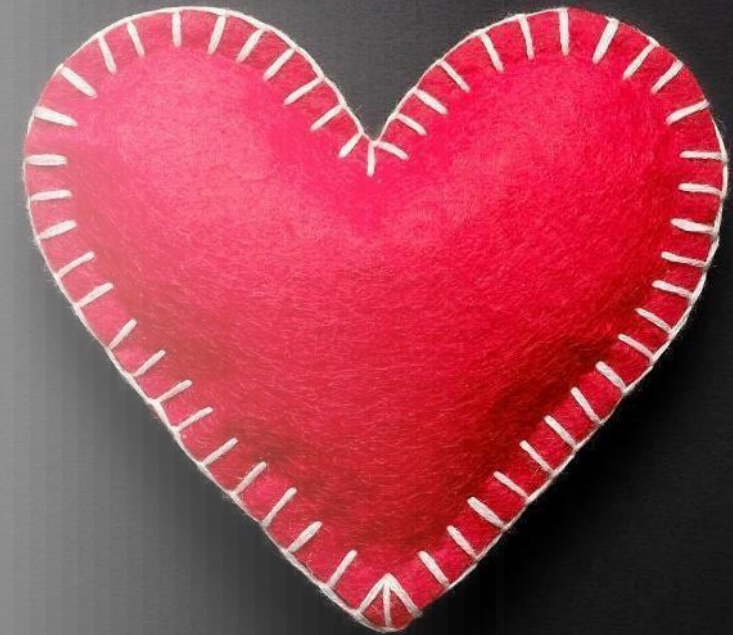


# **North Yorkshire Wider Partnership Conference**

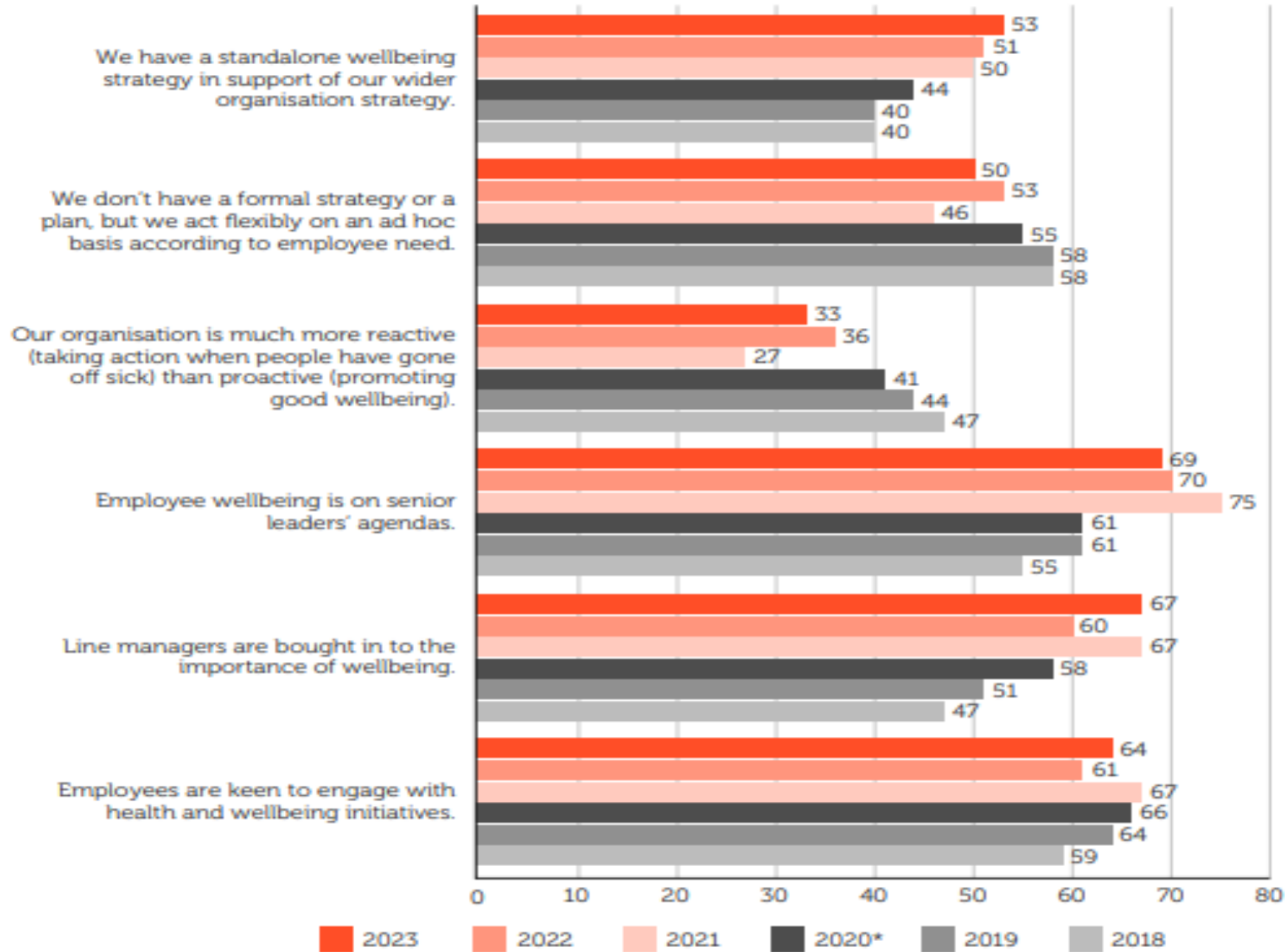
## **Workshop 4: Supporting Our Staff and Volunteers**

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**Resource pack**



**Figure 1: The position of health and wellbeing in organisations**  
 (% of respondents that agree/strongly agree)



\* Data collected pre-pandemic in October/November 2019, reported in 2020 report.  
 Base: 915 (2023); 802 (2022); 668 (2021); 1,018 (2020); 1,056 (2019); 1,016 (2018).  
 'Don't know' responses excluded.

Data drawn from CIPD  
 Wellbeing at Work  
 Report 2023

[Health and wellbeing  
 at work | CIPD](#)

# What kinds of things do organisations have in place to support wellbeing?

Employee Assistance Programme

Access to counselling services

Occupational sick pay

Equality, Diversity and Inclusion networks

Wellbeing resources and signposting

Wellbeing / volunteering leave

Advice on healthy eating/lifestyle

Financial education and support

Wellbeing employee support groups

Practical guidance for managers and colleagues

Fitness initiatives

Health screening

Data drawn from CIPD Wellbeing at Work Report 2023

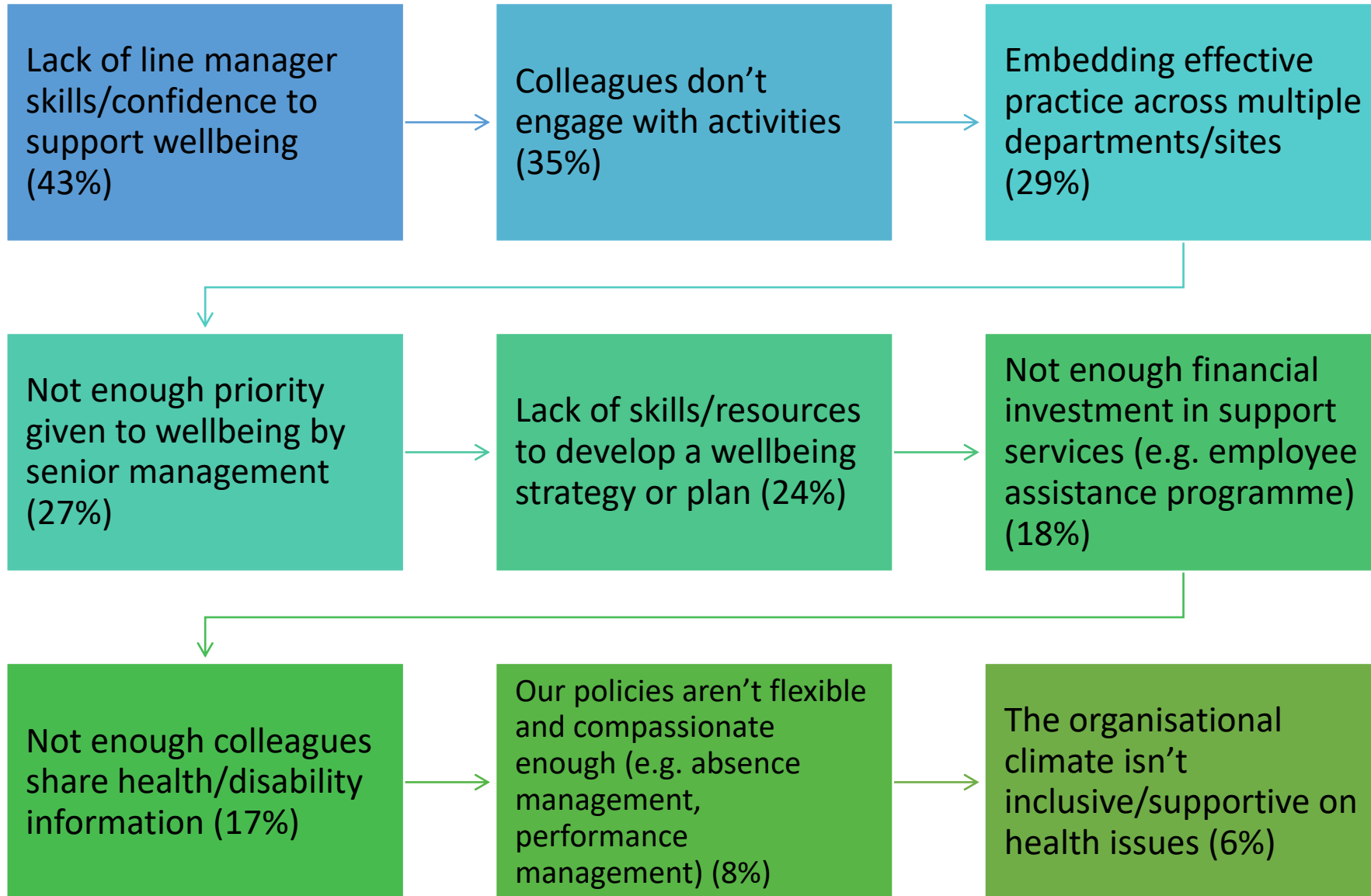
<https://www.cipd.org/uk/knowledge/reports/health-well-being-work/>

Others – remembering that organisations will have different priorities and resources.

- Health cash plans
- Private medical insurance
- Wellbeing days / leave
- Income protection / LT disability / permanent health insurance
- Dental cash plans
- Access to complementary therapies (e.g. reflexology, massage)
- On site relaxation or exercise classes
- Self-funded health plans
- Personal accident insurance
- Critical illness insurance

# National data – CIPD report

Compare to national picture – this is the order of priority in the responses from the CIPD report – this includes public and private sector and organisations of differing sizes. <https://www.cipd.org/uk/knowledge/reports/health-well-being-work/>



# TOP TIPS



Whether or not your plan for wellbeing is standalone or part of another strategy, it is important that some plan exists and is tangible, supported from the top down and evaluated.



Ensure managers are upskilled – difficult conversations, mental health awareness, education on what resources are available to support staff and volunteers.



Know your people and what might be needed at different stages. Think about how you can find out what colleagues want and how they feel.



Promote the policies that support wellbeing – remember, it's not just about absence management.

# TOP TIPS



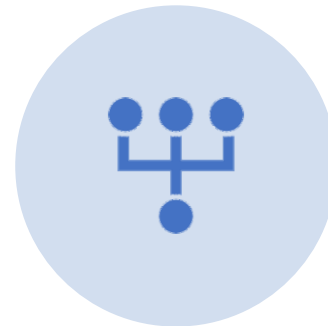
Encourage and support discussions about wellbeing in all formats – 121s, team meetings, etc.



Evaluate what you are doing – easier said than done!  
Sickness absence is the most common metric, but not the only one!



Staff surveys, occupational health data, statistics relating to EAP access, return to work data, turnover, exit interview data/reasons for leaving, ill health vs healthy retirements.



Consider working together with other small organisations – pool skills and resources – don't reinvent the wheel!

# Key areas of wellbeing - What will your wellbeing priority be going forward?



**Collective / social**  
Employee voice  
Positive relationships

**Good work**  
Working environment  
Good line management  
Work demands  
Autonomy  
Change management  
Pay and reward

**Personal growth**  
Career development  
Emotional  
Lifelong learning  
Creativity

**Good lifestyle choices**  
Physical activity  
Healthy eating

**Values and principles**  
Leadership  
Ethical standards  
Inclusion and diversity

**Health**  
Physical health  
Physical safety  
Mental health

**Financial wellbeing**  
Fair pay and benefit policies  
Retirement planning  
Colleague financial support

Everything we have talked about fits in these domains.

Table discussion:-

- What is important to you?
- What are your next steps?

# HEALTH



## Physical health

Health promotion, good rehabilitation practices, health checks, wellbeing benefits, health insurance protection, managing disability, Occupational Health support, Employee Assistance Programme.



## Physical safety

Safe working practices, safe equipment, personal safety training.

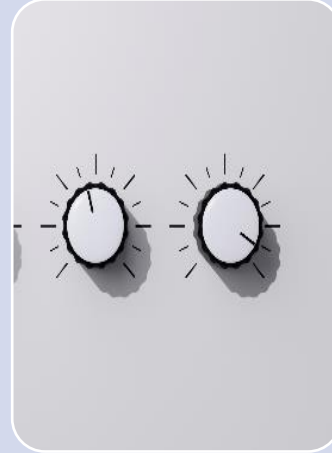
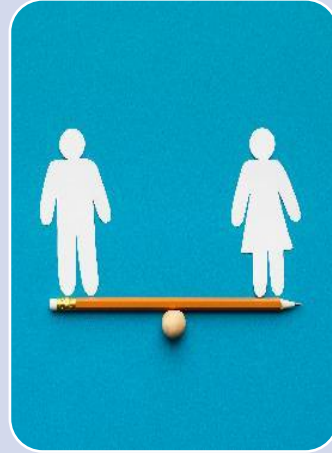


## Mental health

Stress management, risk assessments, conflict resolution training, equip line managers with the skills to have difficult conversations, managing mental ill health, Occupational Health support, Employee Assistance Programme.



# GOOD WORK



## Working Environment

Ergonomically designed working areas, open and inclusive culture.

## Good line management

Effective people management policies, training for line managers, sickness absence management, skills development.

## Work demands

Job design, job roles, job quality, workload, working hours, job satisfaction, work-life balance.

## Autonomy

Control, innovation, whistleblowing.

## Change management

Communication, involvement, leadership.

## Pay and reward

Fair and transparent remuneration practices, non-financial recognition.

# VALUES / PRINCIPLES



## Leadership

Clear mission and objectives, health and wellbeing strategy, corporate governance, building trust.

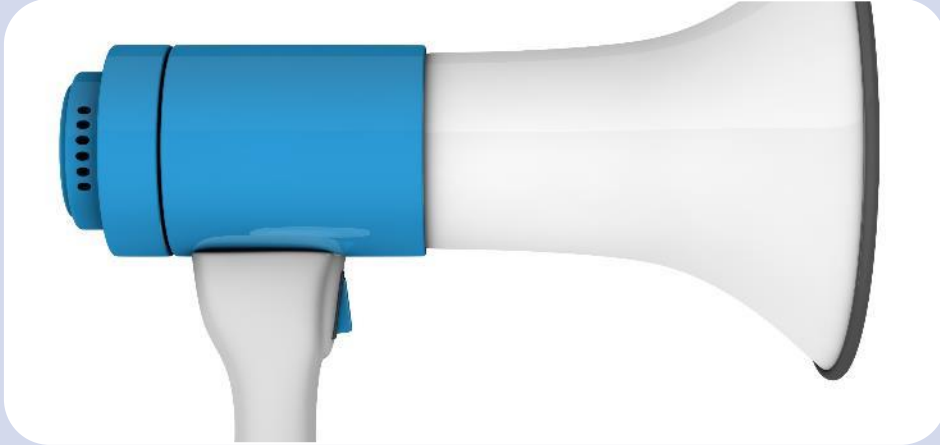
## Ethical standards

Dignity at work, corporate social responsibility, community investment, volunteering.

## Inclusion and diversity

Valuing differences and lived experiences, cultural engagement, training for colleagues and managers.

# COLLECTIVE / SOCIAL



## Employee voice

Communication – what we share and how we share it, genuine dialogue, involvement in decision making.

## Positive relationships

Management style, teamworking, healthy relationships with peers and managers, dignity and respect, support groups and networks.

# PERSONAL GROWTH



## Career development

Mentoring, coaching, performance management, performance development plans, skills utilisation, succession planning.

## Emotional

Positive relationships, personal resilience training, financial wellbeing.

## Lifelong learning

Performance development plans, access to training, mid-career review, technical and vocational learning, challenging work.

## Creativity

Open and collaborative culture, encourage innovation, think about how we support others.

# GOOD LIFESTYLE CHOICES



## Physical activity

Walking clubs,  
lunchtime yoga,  
charity walks.

## Healthy eating

Recipe clubs,  
healthy menu  
choices in the  
canteen.

# FINANCIAL WELLBEING



## Fair pay and benefit policies

Pay rates above the statutory National Minimum/Living Wage, flexible benefits scheme.

## Retirement planning

Phased retirement such as a three- or four-day week, pre-retirement courses for people approaching retirement.

## Financial wellbeing

Debt counselling, money management, signposting to external sources of free advice (for example, Citizens Advice).

# Resources

LINK / DESCRIPTION	WEB ADDRESS
<a href="#">Local mental health   North Yorkshire Council</a> - Find advice about improving your mental health and accessing local support in North Yorkshire.	<a href="https://www.northyorks.gov.uk/healthy-living/mental-health/local-mental-health">https://www.northyorks.gov.uk/healthy-living/mental-health/local-mental-health</a>
<a href="#">Head First</a> - The group is a partnership between statutory and voluntary services, communities and people with lived experience working and living in North Yorkshire.	<a href="https://headfirst-northyorks.org/about-us/">https://headfirst-northyorks.org/about-us/</a>
<a href="#">Every Mind Matters - NHS (www.nhs.uk)</a> -There are little things we can all do to lift our mood or ease our anxiety – we need to find what works for us.	<a href="https://www.nhs.uk/every-mind-matters/">https://www.nhs.uk/every-mind-matters/</a>
<a href="#">NHS Humber Recovery and Wellbeing College</a> - Expert led step-by-step courses; Book on to live and virtual sessions; Track your recovery journey with your dashboard	<a href="https://humberrecoverycollege.nhs.uk/">https://humberrecoverycollege.nhs.uk/</a>
<a href="#">Mental Health Foundation</a> - Challenging the way things are done so that no-one living in the UK is deprived of the opportunity for good mental health because of who they are, the community they come from or where they live.	<a href="https://www.mentalhealth.org.uk/">https://www.mentalhealth.org.uk/</a>
<a href="#">5 Ways to Wellbeing (Mind)</a> - Improving your mental health when you're at work can feel like a challenge, especially if you work in a busy or stressful environment. But the 5 ways to wellbeing offer some simple steps which you can do every single day.	<a href="https://www.mind.org.uk/workplace/mental-health-at-work/five-ways-to-wellbeing/">https://www.mind.org.uk/workplace/mental-health-at-work/five-ways-to-wellbeing/</a>

**LINK / DESCRIPTION****WEB ADDRESS**

[Wake Up North Yorkshire](https://wakeupnorthyorks.co.uk/) - Wake Up is here to encourage and inspire you to think about your drinking habits and enjoy alcohol safely.

<https://wakeupnorthyorks.co.uk/>

[North Yorkshire Horizons](https://www.nyhorizons.org.uk/) - Adult Alcohol and Drug Recovery Service.

<https://www.nyhorizons.org.uk/>

[Cost of living support | North Yorkshire Council](https://www.northyorks.gov.uk/community-and-volunteering/cost-living-support) - There are a wide variety of support schemes and organisations in North Yorkshire which may be able to help or advise if you are struggling to pay for essentials.

<https://www.northyorks.gov.uk/community-and-volunteering/cost-living-support>

[Check the status of your work, health and money - Midlife MOT](https://jobhelp.campaign.gov.uk/midlifemot/home-page/) – Services, tools and charity resources to help you start thinking about your work, health and money with future planning in mind. This one-stop support hub is aimed at people aged 45 to 65 but you can use it at any age.

<https://jobhelp.campaign.gov.uk/midlifemot/home-page/>

[Stopping smoking | North Yorkshire Council](https://www.northyorks.gov.uk/healthy-living/stopping-smoking) - Stop smoking with support from our Living Well Smokefree team.

<https://www.northyorks.gov.uk/healthy-living/stopping-smoking>

[Quit smoking - Better Health - NHS \(www.nhs.uk\)](https://www.nhs.uk/better-health/quit-smoking/) - With the right support, quitting is easier than you think.

<https://www.nhs.uk/better-health/quit-smoking/>

[Women's health - NHS \(www.nhs.uk\)](https://www.nhs.uk/womens-health/) - Information and support on health, wellbeing, conditions and screening

<https://www.nhs.uk/womens-health/>

[Movember - Changing the face of men's health – Movember](https://uk.movember.com/) A leading charity changing the face of men's health.

<https://uk.movember.com/>



**LINK / DESCRIPTION****WEB ADDRESS**

[Healthy living | North Yorkshire Council](#) - Find out about healthy living.

<https://www.northyorks.gov.uk/healthy-living>

[Exercise - NHS \(www.nhs.uk\)](#) - Exercise guidelines and workouts to help improve your fitness and wellbeing.

<https://www.nhs.uk/live-well/exercise/>

[Eat well - NHS \(www.nhs.uk\)](#) - Information and guidance about eating a healthy, balanced diet.

<https://www.nhs.uk/live-well/eat-well/>

[Healthy weight | North Yorkshire Council](#) - Find out about the North Yorkshire adult weight management service and information on healthy eating and keeping active.

<https://www.northyorks.gov.uk/healthy-living/healthy-weight>

[Cancer Champions - Humber and North Yorkshire Cancer Alliance](#) - Free awareness sessions teach people about the key facts, statistics, symptoms, and screenings linked to a number of cancers.

<https://hyncanceralliance.org.uk/cancercampions/>

[Open North Yorkshire](#) – A North Yorkshire Council programme supporting schools, businesses and communities to walk, cycle and use sustainable travel across the county.

<https://opennorthyorkshire.co.uk/>

[Community First Yorkshire](#) - empowering and strengthening communities across North, South and West Yorkshire to be inclusive, proactive and resilient.

<https://www.communityfirstyorkshire.org.uk/>

[Better Connect](#) - a small, friendly team based in Knaresborough, with a big ambition to create a Yorkshire where every person is empowered to thrive in their life and work.

<https://betterconnect.org.uk/>