

ESSEX COUNTY COUNCIL: OUR WELLBEING STRATEGY



Dr Sabrina Robinson, Wellbeing Lead

PEOPLE AND TRANSFORMATION



Essex County Council

**What does wellbeing
look like in your
organisation?**



DEVELOPING THE ESSEX COUNTY COUNCIL WELLBEING STRATEGY 2020 - 2025



OUR STRATEGY

“To gain real benefit wellbeing must be integrated throughout the organisation, embedded in its culture, its leadership and its people management”

(CIPD, 2019)

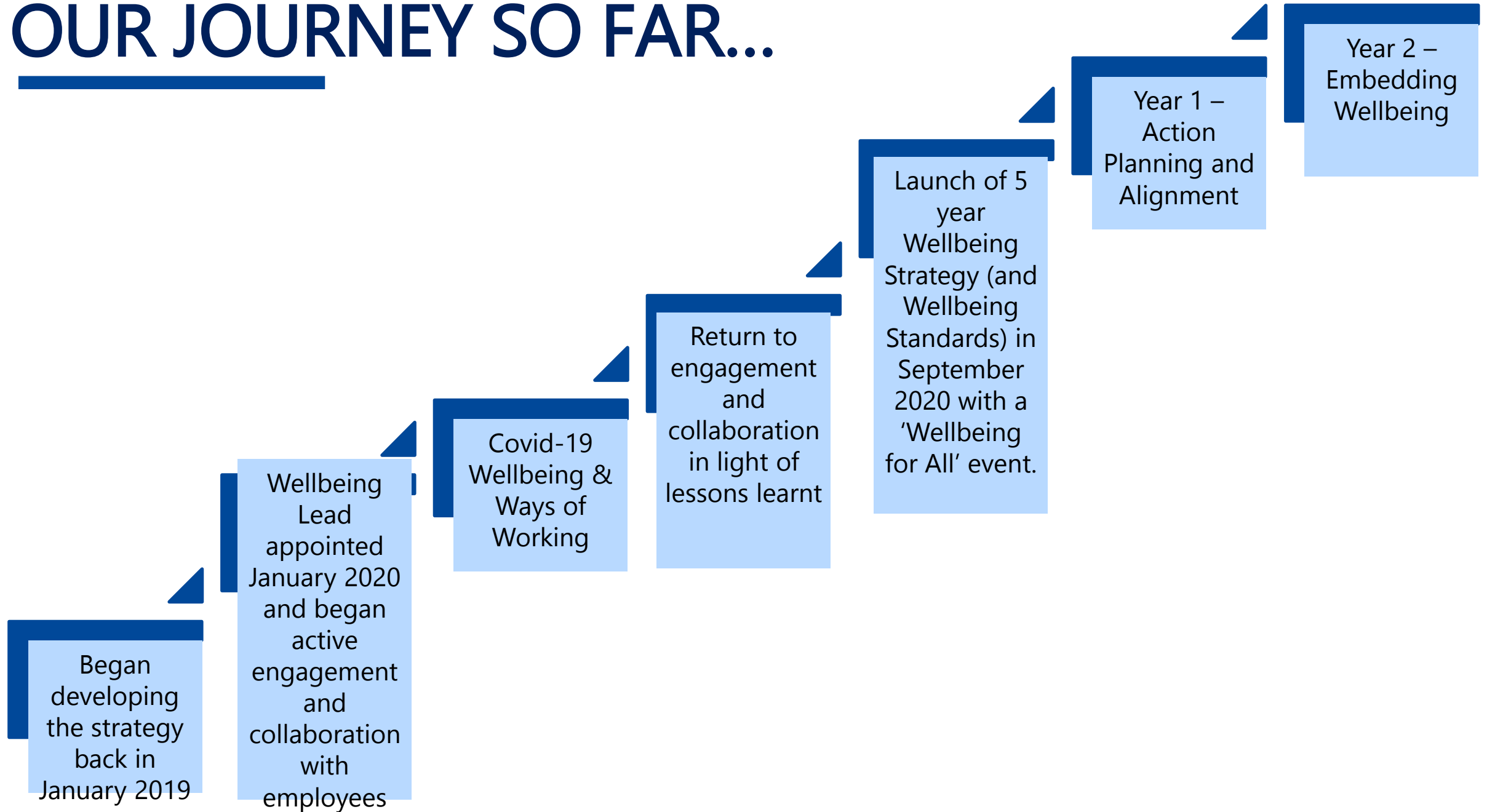
Our workplace wellbeing strategy sets out our vision and aims for employee wellbeing, our key areas of focus including our approach and how Essex County Council will seek to measure success.

Here at Essex County Council we define wellbeing as:

“A sense of organisation, team and individual health, contentment and resilience. In which employees are supported to make informed choices and engage in positive wellbeing behaviours in order to thrive at ECC and beyond.”



OUR JOURNEY SO FAR...

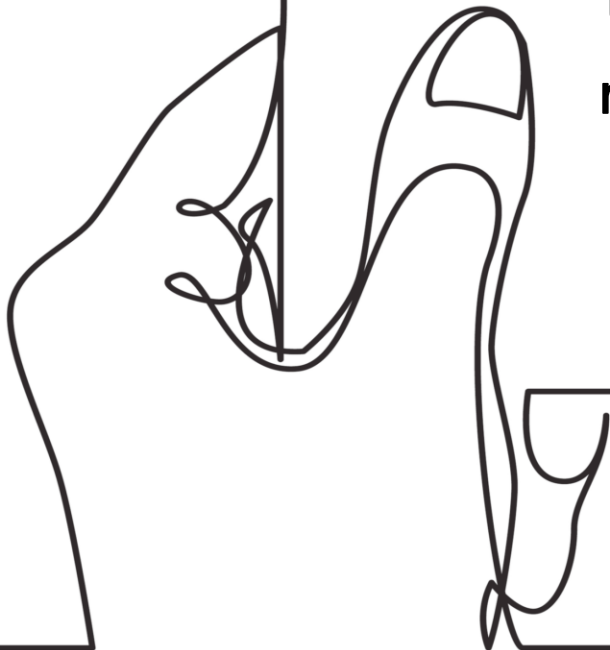


OUR WELLBEING STRATEGY

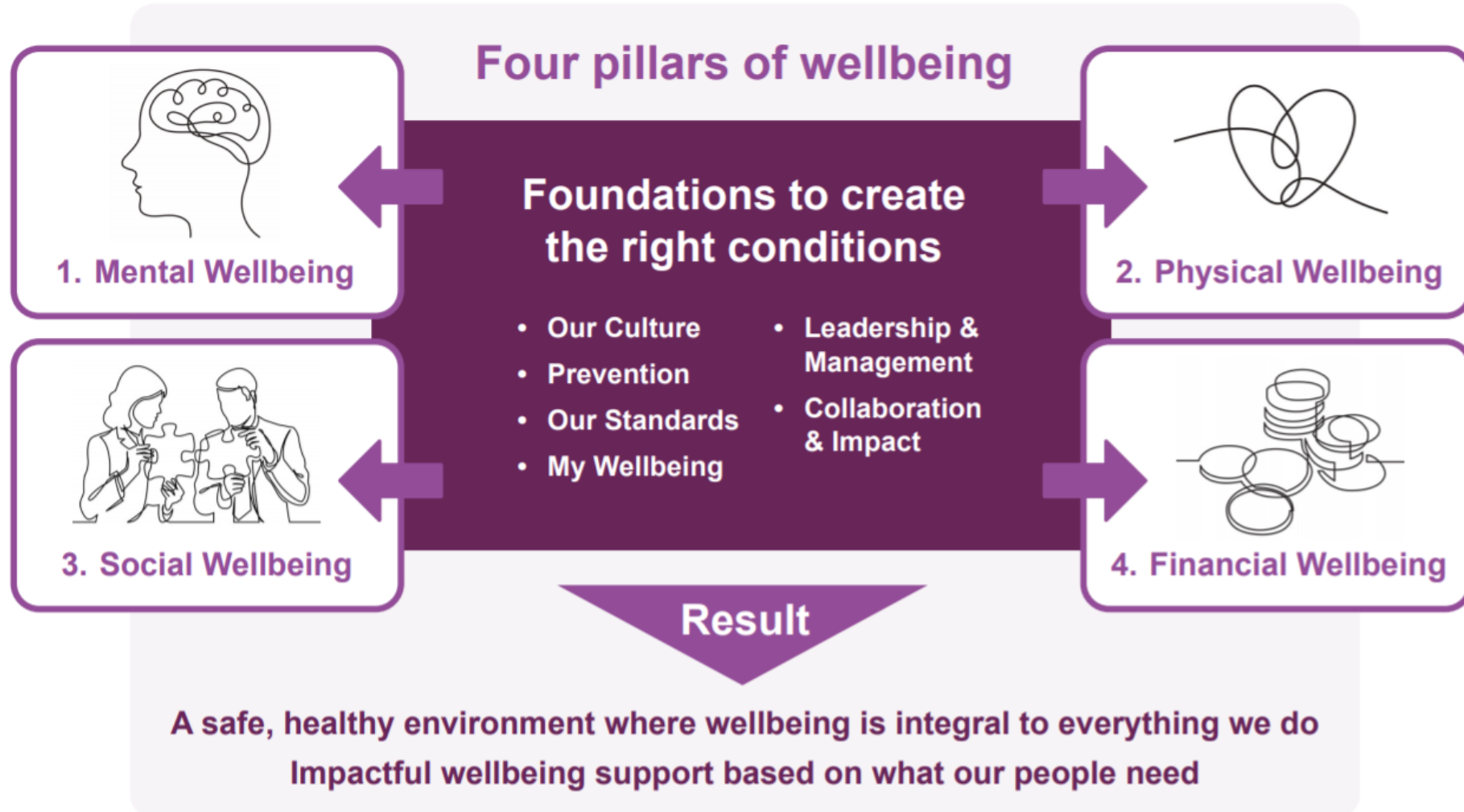


OUR WELLBEING VISION

To work with and for all within Essex County Council to enable the right environment and behaviours so that individual and organisational wellbeing is embedded in everything we do. Ultimately, creating a healthy, content, resilient and productive workforce who are able to work to the best of their ability and collectively maximise the impact for the residents of Essex.



OUR INTEGRATED MODEL OF WELLBEING

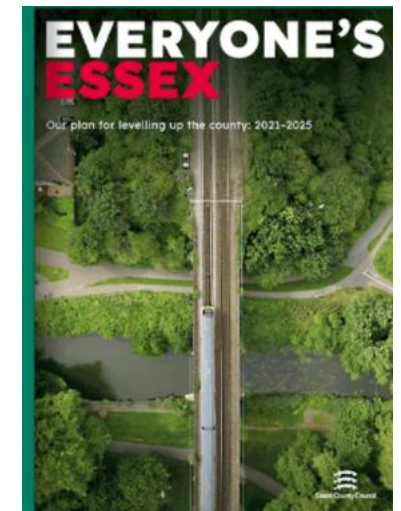


**You have a strategy,
now what?**



ACTION PLAN & STRATEGY ALIGNMENT

- Original strategy aligned with Organisation Strategy and Our People Plan.
- Wellbeing now a core feature in our People Plan with the theme of 'A Healthy Place to Work'.
- Everyone's Essex – will ensure strategy aligns with the focus of 'Health, Wellbeing and Independence for All Ages'.



ACTION PLANNING AND ALIGNMENT

FUNCTIONAL WELLBEING PLAN WORKSHOP



ORGANISATION
DEVELOPMENT
& PEOPLE AND SERVICE TRANSFORMATION

WELLBEING STRATEGY BOARD

Tuesday 13th July 2021



TRANSFORMATION



Wellbeing Standards

Organisation development & people and service transformation



CULTURE

CULTURE

KEY QUESTIONS

What does the existing wellbeing culture look like – what is positive about it that can be built on, what has a detrimental impact and what needs to change?

Is employee wellbeing high in terms of awareness and visibility at individual and team level?

Is wellbeing built into the functional plans and the functional communications strategy?

CURRENT POSITION

WE WILL



OUR WELLBEING



Essex County Council

CREATING A WELLBEING CULTURE

Essex County Council navigation: Home, About us, Roles, Working Here, Connect, Search & Apply.

Your Wellbeing

EMPLOYEE WELLBEING IS AT THE HEART OF EVERYTHING.

CRAIG
Employee Experience Lead

A photograph of a man in a dark hoodie is positioned on the right side of the banner.

WELLBEING (with sun icon)

CHECK-IN CONVERSATIONS (with coffee cup icon)

CONSTRUCTIVE TWO-WAY FEEDBACK (with speech bubble icon)

Essex County Council navigation: My Learning, My Activity, My Performance, My Recruitment, Internal Careers, Reports.

My Wellbeing Hub

Home | Wellbeing Hour | Wellbeing Strategy | Employee Assistance Provider (EAP) Services | Get in touch

Welcome to the My Wellbeing Hub

My Wellbeing hub is a learning portal to support you with Wellbeing resources. These can help with your physical, mental, social and financial wellbeing. Wellbeing does not start and end in the workplace. We want to you to make informed choices and take up positive behaviours in and outside of ECC.

Our Wellbeing Offer This document shares with you all wellbeing support available to you at ECC. Select here	Our 'Four Pillars' Access information and support which support mental, physical, financial and social wellbeing. Select here	Guidance for Managers Wellbeing support available to you and your teams. Select here	Coronavirus Support Resources for specific challenges posed by Covid-19. Select here
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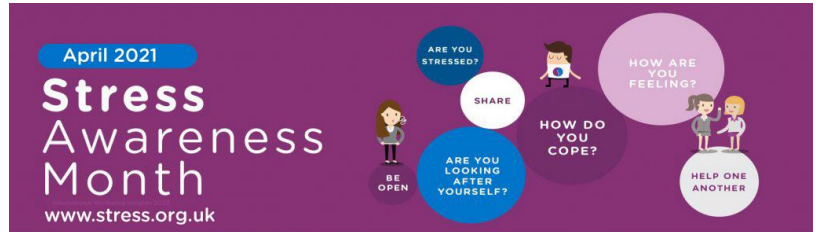
My Onboarding

I can't stop the downpour, but I'll always walk with you in the rain

MyReward

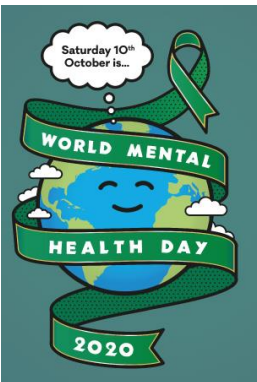
I can't stop the downpour

CAMPAIGNS



Stress Management Society from distress to de-stress

[Click here for resources](#)



News
16/06/20
Men's Health Week
The theme this year is **Take Action on Covid-19...**



EDUCATION

Maintaining Good Nutrition when working from home

This screenshot shows a presentation slide with a yellow header and footer. The main content area features a photograph of a breakfast table with a coffee cup, a plate of pancakes with blueberries, and a keyboard. The text 'Maintaining Good Nutrition when working from home' is displayed in a serif font. At the bottom, a row of participant avatars is visible.

Winter Well Stress Awareness

CARLY EVERSON & TAMARA DRAYCOTT

This screenshot shows a presentation slide with a dark purple background and a pink accent bar at the top. The title 'Winter Well Stress Awareness' is in large white font. Below it, the names 'CARLY EVERSON & TAMARA DRAYCOTT' are listed in pink. A row of participant avatars is at the bottom.

ACL MENTAL HEALTH & WELLBEING

MEN'S health week

Mental Health in a Man's World

Tutors: Ali Smith & Robyn Rayner

So I will introduce.

aclessex.com

Essex County Council

This banner features the ACL logo on the left and the 'MEN'S health week' logo on the right. The main title 'Mental Health in a Man's World' is in large blue font. Below it, the tutors' names are listed. A small black box with white text says 'So I will introduce.' The bottom of the banner includes the website 'aclessex.com' and the Essex County Council logo.

Winter Well Sleep Well

By Carly Everson & Tamara Draycott

This screenshot shows a presentation slide with a blue background and a yellow accent bar at the top. The title 'Winter Well Sleep Well' is in white font, followed by 'By Carly Everson & Tamara Draycott'. A small 'Mental Health & Wellbeing' logo is in the bottom left corner. A row of participant avatars is at the bottom.

Mental Health Awareness Week: Lunchtime Garden Chat

2021-05-14 11:05 UTC

Recorded by Sabrina Robinson - Wellbeing Lead

Organized by Sabrina Robinson - Wellbeing Lead

For next year. And then when

Microsoft Teams

This screenshot shows a presentation slide with a dark grey background. The title 'Mental Health Awareness Week: Lunchtime Garden Chat' is in white font, with the date '2021-05-14 11:05 UTC' below it. A black box with white text says 'For next year. And then when'. At the bottom, it lists 'Recorded by Sabrina Robinson - Wellbeing Lead' and 'Organized by Sabrina Robinson - Wellbeing Lead'. The Microsoft Teams logo is in the top right corner. A row of participant avatars is at the bottom.

NHS

We know life is stressful right now. We are here for you

0344 257 3960 24/7

hereforyou@nhs.net

Sara Crean-Muir
Project Manager
Mental Health & Wellbeing Hub – Herts & Essex

Here for you services provided by:
Essex Partnership University NHS Foundation Trust
Hertfordshire Partnership University NHS Foundation Trust

This banner features the NHS logo at the top left. The text 'We know life is stressful right now. We are here for you' is in blue and black. Below it is the phone number '0344 257 3960 24/7' and the email 'hereforyou@nhs.net'. The name 'Sara Crean-Muir, Project Manager, Mental Health & Wellbeing Hub – Herts & Essex' is listed. At the bottom, it mentions the service providers: 'Essex Partnership University NHS Foundation Trust' and 'Hertfordshire Partnership University NHS Foundation Trust'. A row of participant avatars is at the bottom.

WELLBEING HOUR

- Monthly 'Wellbeing Hour' live event on teams.
- 12 sessions delivered .
- Attendance between **45 – 120** at each session.
- Recordings available on the My Wellbeing Hub.



"Great session this morning, thank you."

"Thank you, great information as always!"

"Great discussion and fab session 😊"

"Great to hear about all the amazing things which are happening! congrats to the winners but to everyone for their focus and passion around wellbeing"

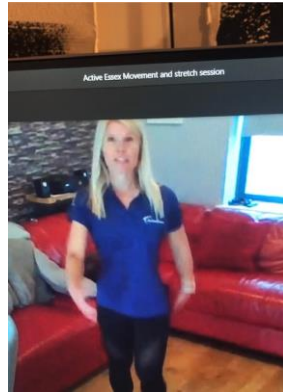
"I have just watched the recording, great presentations!"

PEOPLE LED ACTIVITIES

age 12-15. Lets talk about...

Cervical Screening

ECC Women's Network & ECC Young Peoples Network
22nd JAN 2021



ACL FIND OUT WHAT'S ON THIS WEEK #KEEPLEARNING

W.C 4th May

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
HANDS ON WITH HAIR	LANGUAGE TIME	TIME TO DOODLE	BEGINNER BSL	WEEKLY RECIPE
10:00 AM	10:00 AM	10:00 AM	10:00 AM	10:00 AM
PHOTO SCAVANGER HUNT	DIGITAL TIPS TUESDAY	ACL BOOK CLUB	ART DECO	WOODWORK
10:00 AM	10:00 AM	10:00 AM	10:00 AM	10:00 AM

Visit [ACLESSEX.COM](https://www.aclessex.com) for more online learning opportunities.
Get involved, share with us and #KeepLearning!

Have you done your 5 a day?

Even one can make the difference!

Self-care selfie!
Make time for something that makes you feel good and isn't for the job, but is about it with a self-care routine. A self-care routine (SAR) can reduce stress and increase energy, so checking in on yourself can really help. Try to get some more sunlight by walking during the daylight hours and taking regular breaks, but self-care can also be a nice hot bath, or reading your favourite book - whatever is best for you, that's more the idea.

Have breakfast!
Getting breakfast can increase your energy levels and ability to concentrate in the short term, so schedule your first meal of the day! Focus on your health at the start of the morning - whatever you start a conversation.

What's your resolution?
Make a resolution this year and commit to it. It doesn't have to be big, it could be something as small as reading more time for yourself - and this would really help with the self-care resolutions on this page. Share it on the wellbeing page and read about some colleagues' resolutions and cheer them on!

Sharing is caring!
Have you watched a movie lately that you thought was amazing and uplifting? Or read a book, listened to a podcast or watched a vlog that you really enjoyed? Tell us about it. Share it on the wellbeing channel.

Coming soon... Connect with a colleague!
Remember, new friends! Sign up to 'connect with a colleague' and search to people that you would normally speak to in ACL. Share your resolution & self-care tips... or chat about whatever you like. For more information, please head on over to the wellbeing channel. The ACL Team | Wellbeing

Wellbeing ESCA Quick Guide

As an organisation, ECC has embraced the culture and understanding of Wellbeing in the wider landscape.

Our challenge now however is to evidence to the social care workforce that it is not all about Yoga, Meditation and essential oils - although these activities are encouraged - and overcome the stigma that wellbeing brings.

[Open this guide](#)

Mental Health First Aider

MHFA England

MENOPAUSE cafe

Working Well ACL

Flowing Yoga 4 U

with Paul McGee



Sending a Long Distance Hug

MyReward

Long Distance Hug

WELLBEING CHAMPIONS

- Wellbeing Champions across the organisation is one way we will ensure 'Wellbeing for All' and embed positive change.
- Recruitment of champions commenced in April 2021, and we now have over 75 champions onboarded with representation in all functions.



'Great bunch of people with lots of ideas and knowledge, such a great group we've got going!'

SPECIFIC PROGRAMMES OF WORK

SAFETY ADVISORY GROUP: SCOPING OF WORKFORCE ENGAGEMENT APPROACH



ORGANISATION DEVELOPMENT & PEOPLE AND SERVICE
TRANSFORMATION AND HEALTH AND SAFETY



ECC DOMESTIC ABUSE FRAMEWORK WORKING GROUP MEETING

*Thursday 9th
September 2021*

PEOPLE AND TRANSFORMATION AND CHILDREN, FAMILIES & EDUCATION



WAYS OF WORKING WELLBEING FRAMEWORK



PEOPLE AND TRANSFORMATION



ECC: FAMILY FRIENDLY PROVISION



PEOPLE AND TRANSFORMATION



WHAT OUR PEOPLE SAY...



A sea change in the employer/employee relationship in the past 2 years has seen wellbeing central to all we do and who we are. A holistic policy that goes beyond the page to practical support and affirmation. Employer/employee relationships are stronger because I am at the centre of the plan.

Mandy Griffin, Provider Quality Performance Analyst, Adult Social Care

ECC's Wellbeing strategy is providing support and inspiration for Adult Community Learning. We set a challenge for staff in May trying to increase our number of steps when out walking. Following the success from this we are doing themed walks where staff submit a photo taken on a walk and we have a winner at the end of a month.

Jill Newton, Safeguarding and EDI Lead, Adult Community Learning

The information and support offered over the last 10 months by Essex County Council and the Employee Briefing Sessions has been second to none. Our Executive Director and his team have certainly made us feel we are making a difference and are supported along the way. - **Anonymous**



The support and resources provided around wellbeing has grown significantly in the 18 months at Essex County Council to being structured, consistent and, of course, online which allows more employees to participate.

To me the biggest difference has been in my 1:1 meetings with my line manager. Previously, wellbeing was something I was reluctant to discuss. It is now a regularly component of 1:1 meetings with my line manager. These conversations have been critical in my line manager identifying when I'm feeling overwhelmed and stressed (not just about work related things), and either take action to relieve work pressures or provide support and encouragement.

The emphasis the organisation is putting on wellbeing is reassuring and to me demonstrates its commitment to supporting employees in having good personal health and wellbeing.

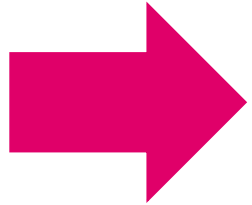
Thank you Team – we appreciate your efforts! 😊

Zenith McIntyre-Allen, Senior Analyst, Strategy, Insight and Engagement

NEXT STEPS FOR WELLBEING



EVERY STRATEGY NEEDS A STRATEGY



Year 1

Introducing Wellbeing, Action Planning & Alignment



Year 2

Embedding Wellbeing



Year 3

Living Wellbeing



Year 4

Take Stock & Plan for Next Steps

WAYS OF WORKING WELLBEING PRINCIPLES

Choice & Inclusion

Building Confidence & Managing Health Behaviours

Mental Health at the Forefront

Minimising Risk

Engagement & Addressing Gaps

THANK YOU



Essex County Council