



Starts with an **Organisational Statement of Intent** that outlines the organisational commitment to supporting the wellbeing of our employees which is enabled by the requirement to have a wellbeing discussion in your team every performance year and provides a range of individual and team wellbeing resources.

Please also see [The Healthy Council](#) | [Occupational Health & Physiotherapy](#) | and [Employee Assistance Programme](#) intranet pages

Team Wellbeing Approach - Required

Complete a **Team Wellbeing Action Plan** which is used to identify what keeps you, as a team, well at work, how you manage that as a team, what support you provide for each other as a team. To be completed and reviewed every performance year.

Team Assessment via a questionnaire

To be used where you might see signs of work-related stress or pressure in your teams and it needs further exploration, contact your [Organisational Development Lead](#)

Individual Wellbeing Approach - Optional

Complete an **Individual Wellbeing Action Plan** which is a personalised working document that can be used by you to proactively identify what helps you to have good wellbeing at work, what might trigger you to have poor wellbeing and how you can manage your wellbeing more effectively.

If there are signs of, confirmation of or diagnosis of stress, more individually tailored support or reasonable adjustments may be required. Your Line Manager should make contact with their [Human Resources Advisor](#)



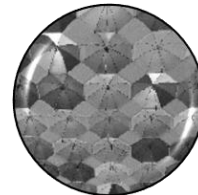
Wellbeing Support For All

- Local Wellbeing Leads
- Resolution Contacts
- Employee Assistance Programme
- Occupational Health
- Musculo-skeletal support



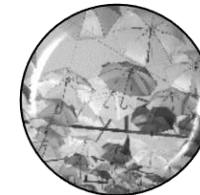
Resources Available To All

- Healthy Council Pages
- Training and personal development (see Learning Pool)
- Wellbeing communications
- Team/Individual Wellbeing Action Plans, Wellbeing Behaviours
- Stress/wellbeing assessments



For All Managers

- Mental Health First Aid Awareness
- Sickness Absence Management training
- Wellbeing coaching conversations
- Resilient Leadership training
- HROD advice and guidance



Policies | Governance | Feedback

- Sickness Absence Policy/Guidance
- Carers | Resolution Policy
- Smarter & Wellbeing Board
- Corporate Health & Safety Board
- Pulse survey question check-ins
- Workforce Champions

