

Employee Wellbeing Board Overview

Board objectives

The Employee Wellbeing Board has been successfully running for a number of years. The objectives of this programme are:

- Reducing staff sickness
- Increasing productivity
- Improving staff morale
- Opportunities for staff across services to come together, strengthening 'one council' working

The board's strapline 'healthy, happy and here' reflects the benefits both to individual staff and the organisation. As the council moves to new ways of working, with 'smart working' enabling staff to work from a wide range of locations, it will be more crucial than ever to ensure this work continues so staff are increasingly healthy and effective, no matter where they are located. This will ensure Slough Borough Council is a leading example of a council which is 'healthy, happy and happening'.

The board runs a varied programme of activities focused on physical and mental wellbeing and healthy eating. For a summary, please refer to the board's annual report. In addition the board also publishes regular articles in Grapevine to inform and motivate staff.

Contribution to Five Year Plan delivery

The work of the Employee Wellbeing Board makes a significant contribution to the delivery of Outcome 2 of the Five Year Plan, by enabling staff to manage their own health and wellbeing.

The introduction of smart working will drive a cultural shift away from 'presenteeism' and towards outcomes based performance management. Alongside this we want managers to be empowering staff to take advantage of the opportunities available to them, recognising the importance of personal wellbeing for personal effectiveness in the workplace. In line with the SBC values, staff are encouraged to be ambitious and accountable for their wellbeing.

Future initiatives

The employee wellbeing board is leading on tackling sedentary lifestyle, and successfully held the 'Get SBC moving' event we held earlier this year where staff were challenged to hold standing meetings and break up periods of sitting down. They are also championing the introduction of adjustable sit-stand equipment that would enable employees to break up periods of sitting with standing

Board membership and finances

The employee wellbeing board is formed of a small group of staff who volunteer in this capacity in addition to their normal roles. The chair of the board has endeavoured to ensure representation from a number of directorates and locations, although this is not always possible due to the constraints of workload and staffing. The work of the board is therefore driven forward by a small but committed core of volunteers.

There is no dedicated budget for this work.

Data analysis and monitoring effectiveness

While the employee wellbeing board holds data on attendance for some events, due to the voluntary nature of the board membership and time constraints it has not been possible to carry out a systematic analysis of this data. Findings show that events and information are well received and anecdotal evidence suggests staff have found these helpful in supporting their health and wellbeing and would like more of the events to continue.