

Finding from January Pulse Survey	Action (March 2021)	Update (August 2021)
42% said that they would like sessions on mindfulness, and 39% said that they would like sessions on mental health.	A number of virtual sessions on mindfulness, mental health and resilience have been organised and will be running for staff from March through to May. If these are well-attended, more sessions will look to be booked for staff after May.	<p>The HR Team worked with organisation Get Sorted People to provide GP-led workshops on a range of mental health-related topics, including mindfulness, mental health awareness, and personal resilience. These sessions were limited to 15 members of staff per session and were reasonably well-attended.</p> <p>Virtual sessions on mental health-related topics were also provided by the Council's EAP provider, Health Assured. These sessions focused on mental health, mindfulness and resilience. These sessions were limited to 20 members of staff per session and were well-attended.</p>
18% said that they did not know where to go for any mental wellbeing issues.	Health Assured will be running virtual workshops on EAP Awareness for staff and managers in March. Information on the Council's Mental Health First Aiders and the EAP are also to be highlighted in the upcoming Wellbeing Special all-staff email.	<p>The HR Team worked with the Council's EAP provider, Health Assured, to provide sessions for staff on the EAP. These sessions took place virtually at the beginning of March and were run by Health Assured's Corporate Relations Manager. The sessions provided staff with a greater understanding of the EAP and how they could make use of it.</p> <p>A separate EAP Awareness session ran for managers with the aim to provide them with a greater understanding of the EAP and how they could make use of it, as well as how they could signpost their team members to the Programme.</p> <p>The HR Team have since explored running these sessions for Members, and a number of these are due to take place virtually in the early Autumn.</p>
33% said they would like virtual coffee breaks, and 36% said they would like 'fun' council wide activities.	Previous attempts to formally organise virtual social events have not been successful and encouraging these to form organically appears to be the best approach going forward. The upcoming Wellbeing Special all-staff email will encourage staff to create their own virtual social activities and provide existing examples.	<p>Some staff have engaged with their own virtual social groups.</p> <p>The Menopause Café has also continued to run virtually to provide support for staff's physical and mental wellbeing.</p> <p>As part of 'Healthy Eating Week', virtual cookery sessions ran for staff throughout July. The HR team and two work experience students at the Council worked with a professional chef from local cookery company, Homemade House, to provide these. Two of the four sessions were pre-recorded to ensure that they would be fully accessible to staff. These sessions were communicated to all staff in advance via email and were well-attended.</p>
68% said that their personal health and wellbeing goal this year was to improve their fitness, and 19% said they would make use of a steps challenge.	Last May a virtual all-staff Steps Challenge was held which proved to be popular. The Wellbeing team is planning to run this again in the spring when the weather has improved.	This action was not undertaken due to the easing of lockdown restrictions in the late Spring.

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46% said that their personal health and wellbeing goal this year was to improve their diet.	A GP-led virtual workshop on diet and weight loss management has been organised and will be running for staff in May.	The HR Team worked with organisation Get Sorted People to provide GP-led workshops on a range of health-related topics, including diet and weight lost management. The sessions were run by experienced GPs alongside a HR professional. The workshops took place virtually throughout April and May and focused on the following topics: menopause, women’s health, men’s health, managing weight, quitting smoking.
6 respondents said that their personal health and wellbeing goal this year was to quit smoking.	A GP-led virtual workshop on quitting smoking has been organised and will be running for staff in May.	The HR Team worked with organisation Get Sorted People to provide GP-led workshops on a range of health-related topics, including diet and weight lost management. The sessions were run by experienced GPs alongside a HR professional. The workshops took place virtually throughout April and May and focused on the following topics: menopause, women’s health, men’s health, managing weight, quitting smoking
8 comments raised the concern that senior management have not done enough to encourage a healthy work/life balance for staff.	The Head of Organisational Development is planning to do some further work with the senior team around supporting staff to ensure that they are maintaining a healthy/work life balance.	Update from Alan to follow.
8 comments raised the concern that there is a lack of support from line management for employee mental wellbeing.	Virtual workshops on mindfulness, mental health and resilience will be running specifically for managers in March. These sessions aim to both support the mental wellbeing of managers as well as to raise awareness of these issues so managers are best equipped to support their teams.	Virtual sessions specifically for managers on mental health-related topics were provided by the Council’s EAP provider, Health Assured. These sessions focused on mental health, mindfulness and resilience. These sessions were limited to 20 members of staff per session and were well-attended.
A number of comments expressed the challenges of home schooling children alongside working from home.	This will be highlighted in the next all staff article from Wellbeing and possible options are being explored.	Schools re-opened in March 2021.
Two comments highlighted the issue of additional financial costs of working from home.	The Director of Finance is currently looking into possible options to address the issue of additional financial costs for staff working from home.	Update from Richard to follow.
9 comments raised concerns about experiencing pressure from heavy workloads.	The Head of Organisational Development will communicate with all line managers around ensuring that they are providing their team members with regular one to ones as well as monitoring workloads.	Update from Alan to follow.