

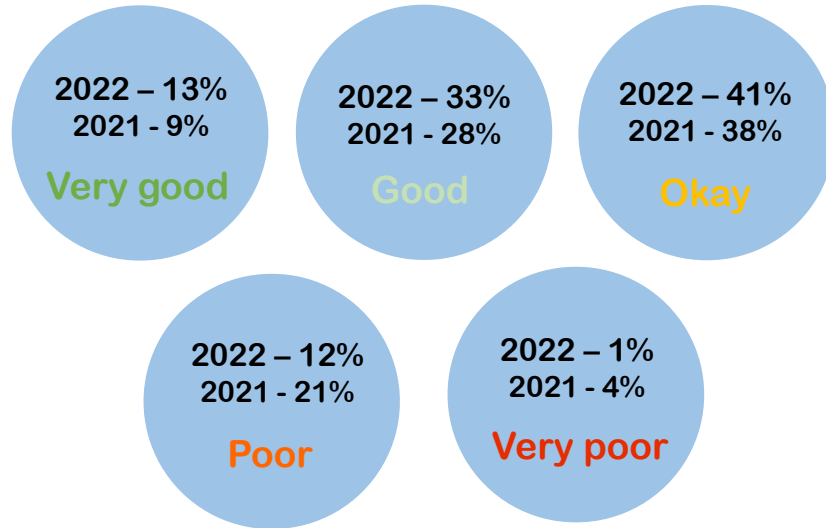
SKDC Health and Wellbeing Survey

November 2022

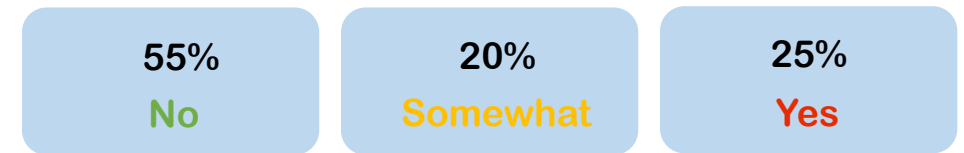
85 responses



How would you rate your mental wellbeing right now?



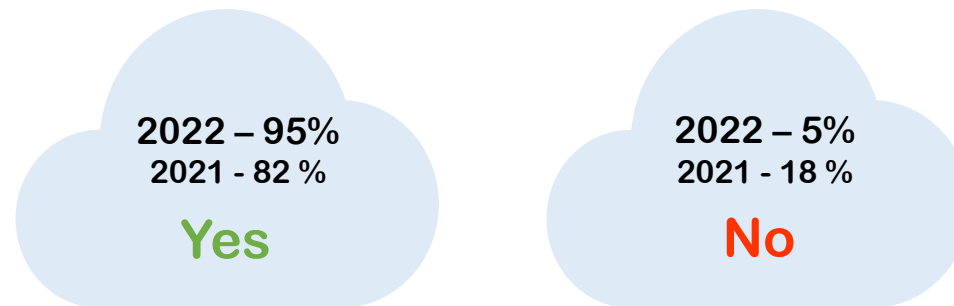
Has your state of wellbeing been negatively affected by the current financial crisis?



Three speech bubbles containing quotes from respondents:

- "Partially, it is a worry having to try and find extra money for utilities and the cost of food as prices rise"
- "I believe everyone must have some concerns, no matter what pay grade they sit in"
- "Slight worries need more hours to pay the bills"

Would you know where to go to get support for any mental wellbeing issues?



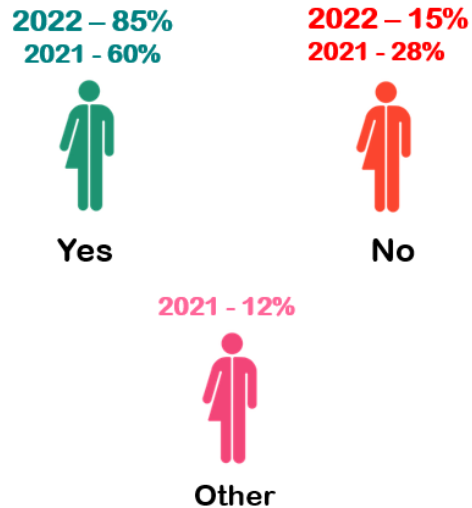
Are you aware of our Employee Assistance Programme?



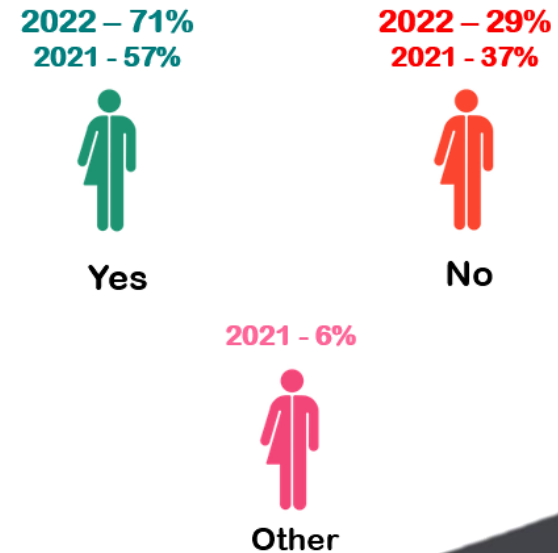
Have you made use of any of our wellbeing initiatives or events over the last year?



Do you think the Council currently provides enough support for your mental wellbeing?



Do you think the Council currently provides enough support for your physical wellbeing?



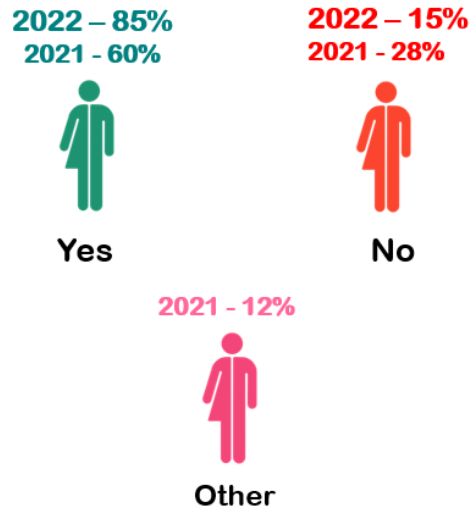
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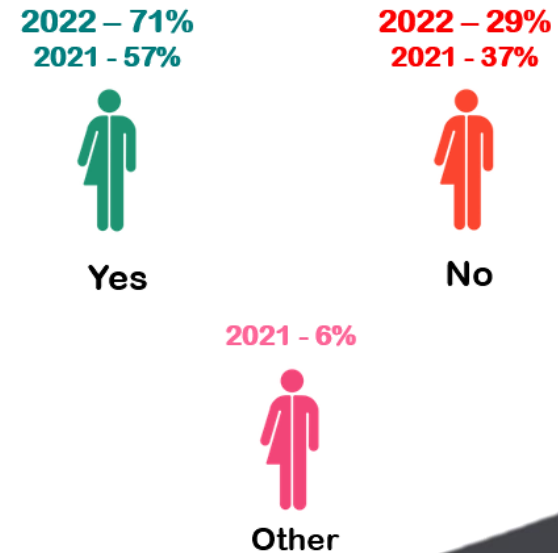
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Actions being built into the 2023 Wellbeing Plan

40% of respondents said they had made use of the Council's wellbeing initiatives over the last year. We aim to increase this through:

- Building on our employee networks – providing support in setting up and promoting new networks in line with colleague's interests
- Widening wellbeing initiatives to Council locations across South Kesteven.
- Having a focus on Mental Health for the Waste Team which will be designed for convenient times

"Desk jobs are a killer and there needs to be more focus on standing and physical activity." 71% of respondents said the Council currently provides enough support for their physical wellbeing. We aim to increase this through:

- January 'Physical Wellbeing Month' including a team steps challenge.
- Working with LeisureSK to offer increased physical wellbeing opportunities to staff.
- Standing desks being made available in the new office.

A few suggestions from the survey included continuing events/workshops/seminars - "Having scheduled events / seminars helps to prioritise people's mental and physical wellbeing. It helps to force people to take time out of their day to address these matters". The action is therefore:

- Scheduled workshops and seminars to raise awareness of wellbeing topics to take place regularly in 2023.

45% feel their state of wellbeing has been negatively affected by the current financial crisis, or has been somewhat negatively affected. We will therefore:

- Continue cost of living support following Talk Money week signposting and communications.
- Wellbeing event will provide colleagues with an opportunity to speak to key organisations that offer local support.

We will take more feedback from colleagues about Wellbeing in January's full employee survey which will enable us to:

- Deep dive into the wellbeing of different teams and demographics
- Create a Wellbeing Index which will provide a comparable score for the organization and individual teams.
- Each team action plan will be designed to include wellbeing related actions.

