

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

11th January 2016

Head of Human Resources – Sheenagh Rees

Matter for Information

Wards Affected: all wards

Time to Change Wales Campaign

1. Purpose of Report

The purpose of this report is to inform Members of the Time to Change Wales campaign and the pledge made by Western Bay in relation to this.

2. Background information

The Time to Change Wales campaign mirrors the campaign undertaken in England and seeks to address discrimination on the grounds of mental health. The campaign is delivered by a partnership of three leading Welsh mental health charities, Mind Cymru, Hafal and Gofal. It is funded by the Big Lottery, Comic Relief and the Welsh Government.

3. Western Bay Partners Pledge

The Western Bay Chief Executives have given their support to explore a joint pledge by the Western Bay partners to the Time to Change Wales Pledge.

The Pledge isn't a quality mark, accreditation or endorsement. There is no test or application, organisations are required to commit to taking actions that are realistic and right for them which in turn should lead to a reduction in discrimination within the organisation and the wider community.

Every organisation is different and there are various ways the pledge can be put into action. The Western Bay partners have completed an action plan, with common themes which will allow a joint commitment to the pledge. The action plans for each of the Western Bay partners are slightly different to allow for local implementation. The Neath Port Talbot Action Plan is attached as **Appendix One**.

3. Financial Appraisal

There is no financial impact in relation to this Pledge.

4. Equality Impact Assessment

An Equality Impact Screening Assessment has been undertaken to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010. After completing the assessment it has been determined that this proposal does not require an Equality Impact Assessment.

5. Workforce Impact

There are no workforce impacts associated with this pledge as it builds on good practice already operating within the Council.

6. Recommendation

It is **RECOMMENDED** that members **NOTE** the Joint Pledge made by all partners within Western Bay in relation to the Time to Change Wales campaign.

FOR INFORMATION.

7. Officer contact

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8. Appendices

Appendix 1 – Action Plan

9. List of Background Papers

ACTION PLAN

Strategic Theme	Activity Description	Internal Lead	Timescales	Time to Change Wales Resources	Performance Indicator (optional)
Identify a Lead Champion	Identify a Lead Champion e.g. Chief Exec/Chair/Exec Director	BE	October 31 st 2015		Named Exec Lead agreed to sign the pledge
		Chief Executive/Leader	CX Lead Champion TC 20/12/15		
		DS	March 2014		Named Member lead
Launch	Organise a pledge signing event with above	CW/KR	Before 20 th December 2015	TTCW publicity materials and press release templates	Event successfully undertaken with publicity photographs and press release
Media/publicity campaign	Increase awareness of the pledge through publicity/media campaigns (e.g. Intranet, press releases etc)	PD/KR	Dec 15/Jan 16		Intranet article published encouraging staff to engage with key concepts through discussion forum and link to 'Time to Change' website
		AJ/KR			Internet article to be published. Article in The Loop to be written. Information to be shared with Trade Unions for them to promote jointly.
		PJ/KR			Launch at the Civic Centre. Intranet article published

					encouraging staff to engage with key concepts through discussion forum and link to 'Time to Change' website
		KR/PW		TTCW publicity, materials and press release	E learning January Launch Intranet publicity Training /awareness / communication programme agreed
Management development	Include 'Time to Change' resources within 'Staff Health & Wellbeing' elements of Leading to Deliver & Managing Deliver leadership programmes	PD	Oct 2015	TTCW Logo and promotional materials.	Related PowerPoint and Handouts to include key messages and link to 'Time to Change' website
	Adapt ILM courses to highlight managements role in supporting employee health and well-being.	LD	March 2015	TTCW Logo and promotional materials.	Revised ILM schedules
	Include 'Time to Change' resources within 'Staff Health & Wellbeing' elements of Leading to Deliver & Managing Deliver leadership programmes	CG		TTCW Logo and promotional materials.	
	Include awareness of TTCW campaign in management and staff development programmes	NF/CH	From April 2016	TTCW Logo and promotional materials.	Increased awareness and understanding of MH and reduced stigma
Staff Induction	Include 'Time to Change' messages within HB Induction	ML	Oct 2015	TTCW Logo and promotional materials.	Related PowerPoint and Handouts to include key messages and link to 'Time to Change' website
	Include 'Time to Change' messages within NPT Induction	LD	March 2015	TTCW Logo and promotional materials.	Incorporate into induction checklist. Provide managers

					with materials to highlight to new employees
	Induction Toolkit currently being developed (alert to all HoS to include in current induction Jan 16)	CG	May 2016	TTCW Logo and promotional materials.	Related PowerPoint and Handouts to include key messages and link to 'Time to Change' website
	Include awareness of TTCW campaign and support offered within BCBC induction	NF CH DB	From April 2016	TTCW Logo and promotional materials.	Incorporated into induction programmes
Encourage employees to become Champions	Encourage ABM staff to pledge as individual's via Time to change Website	GB/PD	Ongoing after launch		Time to Change to feedback number of ABM pledges (if possible)
	Encourage NPT staff to pledge as individual's via Time to change Website	AJ/CF	Ongoing after launch		
	To be added to SMAC Pages on StaffNet with links	CG	Jan 16		
	Encourage BCBC staff to pledge as individual's via TTCW website and raise awareness via learning and development programmes Health Network directorate champions as a contact point for Physical activities	GE/PW	February 2016 following local launch	TTCW materials	Increased awareness and personal pledges
Employee training	Include 'Time to Change' messages and website details within ABM's 'Stress Awareness' training for staff	PD	Oct 2015	TTCW Logo and promotional materials.	Related PowerPoint and Handouts to include key messages and link to 'Time to Change' website
				TTCW Logo and promotional materials.	
	Include in Well Being Training	CG	Jan 16	TTCW Logo and promotional	

				materials.	
	Include TTCW awareness as part of all training programmes including induction and management development	NF CH GE	From April 2016	TTCW Logo and promotional materials. Training programmes	Increased awareness and reduced stigma
Improving Well-being	Continue promoting PHW's '5 a day for Wellbeing' across the Health Board	Wellbeing through Work team	Ongoing		
	Provision of life-style screening and health fairs	KS	Ongoing		
	Continue providing the Stress Management and Counselling Service which includes one to one counselling sessions; support for managers with employees with mental health issues and stress awareness sessions within departments.	Corporate Health, Safety & Well Being Service and Executive Board.	Ongoing		
	Promotion of wellbeing and healthy living across the council Continue to publicise lifestyle screening, health checks and vaccinations	Corporate wellbeing group SH Comms team Health and Safety team	ongoing	TTCW logo and promotional materials. Training programmes and publicity	Reduced sickness Improved health and wellbeing
Resources for employees	Continue promoting & providing non-stigmatising resources for staff to enhance and manage Health & Wellbeing e.g. Lighten Up programme, Staff Counsellors and Clinical Psychologist, Occupational Health, Wellbeing through Work, Stress Control, 'ACTivate your Life' courses & Staff Wellbeing Project	Related service leads	Ongoing		Evidence of programme of events during 2015-16 advertised to staff through various methods (Intranet, information boards etc)
	Continue promoting & providing non-stigmatising resources for	KS	Ongoing		

	staff to enhance and manage Health & Wellbeing e.g. providing external counselling when appropriate,, updating the OH website, in-house Occupational Health service, Wellbeing through Work, Stress Control, 'ACTivate your Life' courses & wellbeing events				
	Continue promoting the Helping Hands Services (facilitated by employee volunteers). Continue promoting & providing non-stigmatising resources for staff to enhance and manage Health & Wellbeing	Corporate Health, Safety & Well Being Service and Executive Board.	Ongoing		
	Continue promoting and providing non stigmatising resources for staff to enhance and manage health and wellbeing e.g Occupational health service, counselling. Training on stress management and mindfulness . Activate your life courses and wellbeing events . health checks and self help advice on line (WBScheme) Bridgenders page to publicise activities eg groups looking for new members	JB SH CMB PW	ongoing	TTCW promotional material	Evidence of numbers accessing occupational health , training and accessing e learning and self help programmes.Impact on sickness levels
Health and well-being support	Continue providing opportunities for staff to promote health and wellbeing in/out of work e.g. Cycle to Work scheme, discounted membership fees for local leisure facilities, Chair's Challenge, Pedometer Challenge etc				Evidence of continued engagement with named schemes

	Continue providing opportunities for staff to promote health and wellbeing in/out of work e.g. Cycle to Work scheme, discounted membership fees for local leisure facilities, cholesterol testing, blood pressure checks, flexible working etc.	KS	Ongoing			Key
	Continue providing opportunities for staff to promote health and well-being in and out of work.	Corporate Health, Safety & Well Being Service and Executive Board.	Ongoing			Organisat ion
	Continue providing opportunities to promote wellbeing at work Cycle to work scheme, BCBC discounted staff membership to Halo centres, workplace walks and pedometer challenge Care First counselling services 24/7	Corporate wellbeing group SH CMB Comms Team	ongoing	TTCW and BCBC promotional materials	Evidnece of numbers accessing schemes , health checks and training	Western Bay Health & Social Care Partnership
						Abertawe Bro Morgannwg University Health Board
						Neath Port Talbot County Borough Council
						City and County of Swansea
						Bridgend County Borough Council