

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

2ND DECEMBER 2019

REPORT OF THE HEAD OF HUMAN RESOURCES – SHEENAGH REES

Matter for information

Wards Affected: All wards

Time to Change Wales Employer Pledge – Action Plan

Purpose of Report

The purpose of this report is to update Members in relation to progress made on the Action Plan developed as part of the Time to Change Wales Employer Pledge, which the Council signed up to September 2019.

Executive Summary:

This report provides Members with an update in the relation to the actions which have been undertaken since September 2019 to support the Council's commitment to the Time to Change Wales Employer Pledge.

Background:

The Time to Change Wales Employer Pledge

The Time to Change Wales Campaign's Employer Pledge provides a framework for employers to work within to support employees with their mental health. The Campaign provides support to employers including training and access to a range of resources. There are no financial costs to the scheme.

Following a report to Personnel Committee in May 2019, the Pledge was signed at Staff Council in September 2019.

Project Team

A project team has been established consisting of employees from across the HR division, the Council's communications team and both teaching trade unions and 'green book' trade unions.

Action Plan

The action plan draws on the internal resources we already have in place as well as resources that will be made available by Time to Change Wales, including support to train a pool of 'Employee Champions' who will be instrumental in disseminating messages and information about mental health across the Council.

A copy of the Action Plan is provided in Appendix 1. However, provided below are some of the key actions that have been delivered to date:-

- Pledge signed at Staff Council on 16th September 2019 where a Time to Change Champion attended and shared her very personal story regarding her mental health journey.
- World Mental Health Day on 10th October 2019 – three stalls were staffed in the Quays, Port Talbot Civic Centre, Neath Civic Centre and the Mental Health Nurse attended the SRC at the Quays with information leaflets and an opportunity for employees to ask questions, have a private talk.
- Resources publicised widely to encourage Tea and Talk sessions, an initiative supported by the Mental Health Foundation, not only for World Mental Health day, but also going forward
- 30 managers from across the Council attended Safetalk Training on Monday 7th October 2019 as the theme of this year's World Mental Health Day was suicide awareness
- Reasonable Adjustments Briefing Note developed and an implementation plan in place to roll out across the Council
- Wellbeing section included in the Council's Performance Appraisal documentation and the Return to Work Interview form

The Project Group will continue to deliver the Action Plan going forward.

Financial Impacts:

There are no financial implications associated with this report as all actions are being carried out from existing resources and budgets.

Integrated impact assessment:

There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring / information purposes.

Valleys Communities Impacts:

No implications

Workforce Impacts:

The intention behind the Time to Change Wales campaign and our action plan is to have a positive impact on the workforce by reducing the stigma around mental health and discrimination faced by people with mental health problems within the workplace.

Legal Impacts:

No implications.

Risk Management Impacts:

Implementation this proposal is to support the Council's Strategic Equality Plan commitment.

Consultation:

There is no requirement under the Constitution for external consultation on this item.

Recommendations:

It is recommended that Members note the update in relation to Time to Change Wales Action Plan and receive a further update in six months.

FOR INFORMATION

Appendices:

Appendix 1 – Time to Change Wales Action Plan

Officer contact

Sheenagh Rees, Head of Human Resources, Email: s.rees5@npt.gov.uk or tel. 01639 763315