

# **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

## **PERSONNEL COMMITTEE**

**11<sup>TH</sup> DECEMBER 2023**

### **REPORT OF THE HEAD OF PEOPLE AND ORGANISATIONAL DEVELOPMENT – 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 the last update to this Committee in November 2021 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.

## 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. Originally Time to Change Wales trained a pool of 'Employee Champions' who are instrumental in disseminating messages and information about mental health across the Council. However, more recently, we have recruited more Employee Champions and they have attended the Mental Health First Aid Level 1 training course and are supported by the Future of Work Team and the network is growing.

A copy of the Action Plan is provided in Appendix 1. Members will note that excellent progress has been made in delivering the Action Plan. Provided below are some of the key actions that have been delivered since the last update. We will continue to concentrate on initiatives to support the wellbeing of our workforce.

Key actions:-

**Communications focus on wellbeing** - Mental health and wellbeing feature regularly in employee communications, including NPT Connect, Viva Engage, the weekly SWAY and 'In the Loop'.

**Recruitment of additional Employee Champions** - We now have 33 Employee Champions across the Council who have either been trained by Time to Change Wales or have completed the Mental Health First Aid Course (Level 1)

**Sharing Personal Experiences of Mental Health** - One of our Employee Champions have shared their lived experience and the reason why they became an Employee Champion which was communicated in the SWAY. It is planned for other Employee Champions to share their stories over the next 12 months.

**Support for Employees who consider themselves to have a disability** – we have implemented the Reasonable Adjustment Disability Passport across the Council (and to schools) to support employees who join the Council, or who move jobs within the Council with reasonable adjustments and discussions with their manager.

**Support for colleagues going through the Menopause** – we have developed a Menopause Matters Viva Engage Group with around 100 members. Regular information and events are run to support this group of employees. This work won an award in the Innovation category at the 2023 Employee Recognition Awards.

**Support for Men's Mental Health** – a number of events have taken place to support men's mental health and health in general with more events planned.

**Employee Assistance Programme** – we will be implementing the Employee Assistance Programme in January 2024 to support our employees with their mental and physical health. This service is available online and over the telephone 24/7 with both online, telephone and face to face counselling sessions available and comprehensive mental health support resources, webinars, fitness and nutrition resources available

**Ongoing Training Programme on Mental Health** – we have partnered with MIND Cymru, a leading mental health charity in order for them to provide free training courses to our employees to support their mental health.

### **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. It aims to normalise conversations around mental health so that our employees feel supported.

**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 12 months.

**FOR INFORMATION****Appendices:**

Appendix 1 – Time to Change Wales Action Plan

**Officer contact**

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