



Draft Action Plan January 2017 – December 2017

Key Area/Focus	Issue	Response rate (fairly likely and extremely likely, number of responses)	Key Actions/Priorities	Responsibility	Timescale
Communications	Q 1. How would you like to receive Health and Wellbeing information in the workplace?	<ul style="list-style-type: none"> - Intranet – 62% - Weekly Bulletin – 52% 	<ul style="list-style-type: none"> - Develop a Health and Wellbeing section on internal intranet – include local and national information as well as services - Update the above sections regularly and focus on key initiatives 	Communications/ Derbyshire Healthy Workplaces (DHW) / HR	January/February
Physical Activity	Q. 9 Are you interested in doing more Physical activity	<ul style="list-style-type: none"> - Yes – 45% (123) - No – 54% (146) 	<ul style="list-style-type: none"> - Offer a programme of lunchtime physical activity taster sessions at both Arc and Mill Lane 	Leisure Services/Sports Development/ Derbyshire Healthy Workplaces	January/February Ongoing
			<ul style="list-style-type: none"> - Promote leisure centre activities and rates to staff regularly 	Communications / Leisure	Ongoing
			<ul style="list-style-type: none"> - Promote Corporate Games Events that are planned in for 2017 	Derbyshire Healthy Workplaces	January/Ongoing

			<ul style="list-style-type: none"> - Promote Workplace Challenge throughout the year to encourage people to be more physically active 	Derbyshire Sport/Derbyshire Healthy Workplaces	January
	Q.14 If physical activity was offered at work, how likely are you to take part	<ul style="list-style-type: none"> - Health Checks – 60% (158) - On site activity sessions (Yoga/aerobics) – 29.41% (75) - Onsite activity run by qualified instructor – 29.07% (75) - Physical activity awareness sessions – 25% (65) 	<ul style="list-style-type: none"> - Deliver a programme of Health MOT's across both districts - Leisure staff to deliver Health and Wellbeing sessions – 20 minute snap shots during lunch time - Invite external providers in to deliver lunchtime sessions – i.e. Derbyshire Alcohol Advice Services 	<p>Leisure services teams/GP referral staff</p> <p>Derbyshire Healthy Workplaces to set up external providers to deliver talks</p> <p>HR</p>	January/March
Healthy Eating	Q. 16 Are you interested in learning more about healthy eating or following a healthier diet?	<ul style="list-style-type: none"> - Yes – 58% (150) - No – 42% (111) 	<ul style="list-style-type: none"> - Include a section on Healthy Eating on intranet Health and Wellbeing section - Develop a series of healthy eating stories/information in Weekly Bulletins - Fruit and veg swap, growing etc. 	Communications/ Derbyshire Healthy Workplaces to draft info	Jan/Feb
	If yes – what?	<ul style="list-style-type: none"> - Free or subsidised fruit and salad in the workplace - 72% (188) - Better access to healthy food on site - 57% (142) - Free chilled drinking water 	<ul style="list-style-type: none"> - Investigate possibility of providing more healthy food options for all sites including healthy vending machine options/alternatives 	TBC	Ongoing

		<p>(where not already provided) - 56% (142)</p> <ul style="list-style-type: none"> - Recipes and tips for healthy eating – 54% (142) - Health Awareness information (e.g. leaflets/websites) - 42% (108) 	<ul style="list-style-type: none"> - Investigate providing water coolers across all sites - Set up a number of healthy eating information sessions and promote a healthy eating campaign yearly 		
Mental Wellbeing	Q. 19 Are you interested in learning more about mental wellbeing and support	<ul style="list-style-type: none"> - Yes – 58% (148) - No – 41% (106) - On site tasters run by qualified therapists (e.g. Stress management techniques) 43% (110) - Mental Wellbeing awareness information (e.g. leaflets/websites) - 42% (106) - On site blood donation sessions – 38% - (94) - Talks/presentations/worksh ops on mental wellbeing – 34% (85) 	<ul style="list-style-type: none"> - Develop a programme of events and training to support Mental Wellbeing for staff across all sites - To include: Mental Health First Aid Lite course to be delivered to Health Champions - Deliver Mental Health Training for Managers Course - Promote the links between Mental Wellbeing and Physical Activity 	HR/Derbyshire Healthy Workplaces	Ongoing
Timing of Initiatives/Activities	Q. 22 When is the best time to participate in initiatives if they were offered at work?	<ul style="list-style-type: none"> - Lunchtime between 12noon and 2.00pm – 44% (114) 	<ul style="list-style-type: none"> - Plan a range of activities during lunch times - Promote existing local activities to staff 	HR/Derbyshire Healthy Workplaces/ Leisure Services staff	Ongoing

Awareness of Council Support Offer	Awareness of existing Council Support is good	- Good responses about what already is available to staff	- Continue to promote the council wellbeing offer including occupational health and support services	HR/Leisure Services/Comms	Ongoing
General	<p>Promote and Develop Health and Wellbeing offer through staff forum/group to ensure sustainability – Staff engagement</p> <p>Support for low priority areas such as smoking cessation</p> <p>Communicate developments in relation to Health and Wellbeing and where initiatives cannot be delivered comment as to why so that staff are aware of the reason</p>		<ul style="list-style-type: none"> - Set up a Staff Health and Wellbeing group - Develop action plan and calendar of campaigns to promote - Develop a network of Health Champions – Allow staff time to attend DCC Free 1 day course - Promotion of the Live Life Better Derbyshire self referral scheme 	<p>Derbyshire Healthy Workplaces Mental Health First Aid – Lite course</p> <p>Tailored training for managers</p> <p>HR</p> <p>Health and Wellbeing Champions</p>	January 2017