



**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
<b>Communications</b>	Q 1. How would you like to receive Health and Wellbeing information in the workplace?	<ul style="list-style-type: none"> <li>- Intranet – 62%</li> <li>- Weekly Bulletin – 52%</li> </ul>	<ul style="list-style-type: none"> <li>- Develop a Health and Wellbeing section on internal intranet – include local and national information as well as services</li> <li>- Update the above sections regularly and focus on key initiatives</li> </ul>	Communications/ Derbyshire Healthy Workplaces (DHW) / HR	January/February
<b>Physical Activity</b>	Q. 9 Are you interested in doing more Physical activity	<ul style="list-style-type: none"> <li>- Yes – 45% (123)</li> <li>- No – 54% (146)</li> </ul>	<ul style="list-style-type: none"> <li>- Offer a programme of lunchtime physical activity taster sessions at both Arc and Mill Lane</li> </ul>	Leisure Services/Sports Development/ Derbyshire Healthy Workplaces	January/February Ongoing
			<ul style="list-style-type: none"> <li>- Promote leisure centre activities and</li> </ul>	Communications / Leisure	Ongoing

			rates to staff regularly		
			- Promote Corporate Games Events that are planned in for 2017	Derbyshire Healthy Workplaces	January/Ongoing
			- 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"> <li>- Health Checks – 60% (158)</li> <li>- On site activity sessions (Yoga/aerobics) – 29.41% (75)</li> <li>- Onsite activity run by qualified instructor – 29.07% (75)</li> <li>- Physical activity awareness sessions – 25% (65)</li> </ul>	<ul style="list-style-type: none"> <li>- Deliver a programme of Health MOT's across both districts</li> <li>- Leisure staff to deliver Health and Wellbeing sessions – 20 minute snap shots during lunch time</li> <li>- Invite external providers in to deliver lunchtime sessions – i.e. Derbyshire Alcohol Advice Services</li> </ul>	<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
<b>Healthy Eating</b>	Q. 16 Are you interested in learning more about healthy eating or	<ul style="list-style-type: none"> <li>- Yes – 58% (150)</li> <li>- No – 42% (111)</li> </ul>	<ul style="list-style-type: none"> <li>- Include a section on Healthy Eating on intranet Health and Wellbeing section</li> <li>- Develop a series of</li> </ul>	Communications/ Derbyshire Healthy Workplaces to draft info	Jan/Feb

	following a healthier diet?		healthy eating stories/information in Weekly Bulletins - Fruit and veg swap, growing etc.		
	If yes – what?	- Free or subsidised fruit and salad in the workplace - 72% (188) - Better access to healthy food on site - 57% (142) - Free chilled drinking water (where not already provided) - 56% (142) - Recipes and tips for healthy eating – 54% (142) - Health Awareness information (e.g. leaflets/websites) - 42% (108)	- Investigate possibility of providing more healthy food options for all sites including healthy vending machine options/alternatives - Investigate providing water coolers across all sites - Set up a number of healthy eating information sessions and promote a healthy eating campaign yearly	TBC	Ongoing
<b>Mental Wellbeing</b>	Q. 19 Are you interested in learning more about mental wellbeing and support	- Yes – 58% (148) - No – 41% (106) - On site tasters run by qualified therapists (e.g. Stress management techniques) 43% (110) - Mental Wellbeing	- 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	HR/Derbyshire Healthy Workplaces	Ongoing

		awareness information (e.g. leaflets/websites) - 42% (106) - On site blood donation sessions – 38% - (94) - Talks/presentations/workshops on mental wellbeing – 34% (85)	Champions - Deliver Mental Health Training for Managers Course - Promote the links between Mental Wellbeing and Physical Activity		
<b>Timing of Initiatives/Activities</b>	Q. 22 When is the best time to participate in initiatives if they were offered at work?	- Lunchtime between 12noon and 2.00pm – 44% (114)	- Plan a range of activities during lunch times - Promote existing local activities to staff	HR/Derbyshire Healthy Workplaces/Leisure Services staff	Ongoing
<b>Awareness of Council Support Offer</b>	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
<b>General</b>	Promote and Develop Health and Wellbeing offer through staff forum/group to ensure sustainability – Staff engagement		- 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	Derbyshire Healthy Workplaces Mental Health First Aid – Lite course Tailored training for managers  HR	January 2017

	<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"> <li>- Promotion of the Live Life Better Derbyshire self referral scheme</li> </ul>	Health and Wellbeing Champions	
--	---	--	---	--------------------------------	--