

# Workforce Health and Wellbeing Framework 2024-2027

We are committed to fostering a workplace that promotes the health, happiness, and overall wellbeing of our workforce. In recognition of the vital role our wellbeing plays in both personal and professional success, we have developed a new Health and Wellbeing Framework designed to support every aspect of your wellbeing, incorporating these five pillars:



#### Social Wellbeing:

Creating a supportive, inclusive environment that nurtures emotional health and positive relationships.



# Physical Wellbeing:

Encouraging healthy lifestyle choices and providing support for physical health.



### Mental Wellbeing:

Promoting mental health awareness, reducing stigma, and offering support for mental resilience.



# Financial Wellbeing:

Providing tools and guidance to help you manage finances, reduce financial stress and achieve greater financial security.



# Career Wellbeing:

Ensuring
employees find
purpose and
satisfaction in
their work, with
opportunities
for growth and
development.
Supporting
training,
professional
development,
clear career
pathways, and
work-life balance.

Through this framework, we aim to provide resources, initiatives and support systems that help you maintain a healthy work-life balance. We believe that by investing in your wellbeing, we not only enhance an individual's experience but also strengthen our collective ability to deliver outstanding services to our communities.

#### To implement this framework we will:

- Develop a detailed action plan with specific activities, timelines and responsible parties.
- Ensure ongoing stakeholder engagement and collaboration across departments by having regular discussions regarding the progress at Senior Leadership and Service Manager forums.
- Conduct pilot programmes for new initiatives and scale up successful ones.
- Regularly review the framework to reflect changing employee needs and organisational goals.