

Bolsover District Council

**Meeting of the Climate Change & Communities Scrutiny Committee on 3rd
February 2026**

Health and Wellbeing Framework Update

Report for the Portfolio Holder – Corporate Governance

Classification	This report is Public
Report By	Peter Wilmot, HR Business Partner
Contact Officer	As above

PURPOSE/SUMMARY OF REPORT

To inform and update the Scrutiny Committee on the Council's progress on the progression with its Health and Wellbeing framework for employees.

REPORT DETAILS

1. Background

1.1 To inform and update the Scrutiny committee on the Council's progress on the continuing development of its Health and Wellbeing Framework for employees, in accordance with the Committee's terms of reference.

2. Details of Proposal or Information

2.1 A newly developed 2025-7 Framework was considered and accepted at this committee on 6th February 2025. The framework sets out the 5 main pillars of wellbeing - Physical, Mental, Social, Financial and Career. A key aim of the framework is to contribute positively to the Council's employees wellbeing at work. The framework is attached at Appendix One and includes an updated action plan (24-2027). The Council has made progress with delivering on the framework's action plan and the key to this progression has been due to the great work of the Employee Engagement Officer over the last year. The postholder has been a great champion for developing and driving health and wellbeing initiatives and has developed a new action plan to cover the remainder of the framework's time period. This is included as appendix 3.

2.2 Last year's updated action plan identifies the progress that has been made over the last 12 months.

2.3 Work will continue with the HR & Payroll team, Senior Leadership Team, Service Managers and employees to ensure steps are taken to achieve the newly identified

actions. A number of significant activities have taken place and these are outlined in the following paragraphs.

2.4 Key progress on last year's action plan that supports the delivery of the framework's aims and objectives is set out below:

Health & Wellbeing Initiatives

The Council has put in place a number of initiatives and actions undertaken which include:

- Following the 2024 Employee Survey, a dedicated working group was formed to drive improvements based on staff feedback. The group met regularly from January to March 2025, with updates shared via Eric and the weekly bulletin. The most recent update was issued in August 2025, and the insights gathered have been instrumental in shaping our new People Strategy and Values & Behaviours framework, both scheduled for launch in early 2026.
- The Team & Individual Walking Challenge was introduced in Summer 2024. In 2025, it returned with 56 employees taking part, each aiming to walk 60 miles within a set timeframe.
- In Summer 2025, a staff rounders game was held at the Arc, with 20 employees taking part. Following the positive feedback, this initiative will be carried forward into the 2026 wellbeing Framework.
- Continued to support many employees with their learning and development requests. The Council has supported 25 apprenticeship requests in the last 12 months. Additionally, our cohort of Level 3 Team Leader and Level 5 Operations Manager apprenticeships began in November and December 2025, with 12 employees enrolled on the Level 5 programme and 5 on the Level 3.
- Since the last report, the Employee Engagement Officer has arranged free NHS Health Checks & Body MOTs, delivered by Live Life Better Derbyshire from July onwards. These sessions offered staff valuable insights into their health. 86 employees and members participated across both the Depot and the Arc.
- 2 Flu Vaccinations clinics took place at the depot and the Arc for members and employees - 60 received the vaccination. A further 5 employees received the jabs independently and were reimbursed the cost.
- Pension and Financial Wellbeing awareness: 'Your Financial Wellbeing' sessions (2025) hosted by Affinity Connect were held on Microsoft Teams to help staff better understand how they can help themselves by looking after their finances and understanding the Local Government Pension Scheme (LGPS), ensuring they are well-informed about their retirement options. 2 sessions held, 20 staff attended. Also, during Pension Awareness Week (Sept 2025), two online LGPS events (Retirement Planning & Scheme Overview) were promoted via ERIC & the weekly bulletin; staff were encouraged to attend in works time with manager support.

- We're championing an inclusive and respectful workplace environment by introducing a Preventing Sexual Harassment Policy. Launched in Summer 2025, with staff training delivered via SkillGate. Managers have been briefed, and mandatory training for managers will follow to ensure full compliance.
- Managers and Employees have accessed Occupational Health, Counselling, Physiotherapy, the Council's Employee Assistance Programme and other support.
- Employees are signposted to incentives which are available via Leisure i.e.:
 - ✓ To encourage health and wellbeing staff can take up membership for Go! Active which includes gym, swim and classes for only £15 per month. The number of Employees subscribing to the Gym for Quarter 2 2024/25 are 71. This has increased from 57 when we last reported the figure to the Scrutiny Committee in February 2025.
 - ✓ There is a Health Referral Programme (Physical Activity & Lifestyle Support) which is available, all employees can access the Bolsover Wellness Programme if they meet the criteria. This is a programme aimed at changing behaviours and finding solutions to assist people facing daily challenges resulting in a concentrated approach regarding service users health and wellbeing.
- Menopause Awareness: Senior Leaders received specialised Menopause Awareness Sessions, while all staff had access to drop-in sessions to consult with an Exercise/Fitness Referral Officer who specialises in menopause-related health exercise. A Menopause Support Group was launched in January 2025 and now meets bimonthly with 5–10 attendees, both in person and via Teams. Funding has been secured to provide complimentary sanitary products in women's and disabled facilities, with plans to expand support into 2026 through awareness days & workshops
- Mental Health Awareness Training is now available on demand for all employees via ERIC and Skillgate, our newly procured eLearning training platform. These sessions highlight that colleagues and managers are not mental health specialists, their role is to listen and signpost employees to appropriate support.
- A range of Mental Health awareness initiatives and support resources are regularly promoted through ERIC and the weekly staff bulletin.
- On World Mental Health Day (10 October 2025), we spotlighted our Mental Health First Aiders via ERIC and the staff bulletin, including signposting to the Mental Health Foundation for additional support.
- In December 2025, posters featuring Mental Health First Aider contact details were created and displayed in staff rooms to ensure easy access to support.
- In May 2025, to recognise Mental Health Awareness week, two Mental Health Awareness sessions were arranged at the Arc & Riverside Depot. The sessions were hosted by Andy's Man Club which is a men's suicide prevention charity that offers free peer-to-peer support groups across the UK and online. They travel nationwide delivering talks and awareness sessions to businesses, charities, and

other organisations. During the session, employees learnt more about who they are, what they do, why their work is so important and where they can find support if they need it. These sessions were open to both men and women, and everyone was encouraged to attend within work hours.

- **Vivup Rewards & Benefits:** platform launched in September 2024 providing tools and solutions to support mental, financial and physical wellbeing all under one online platform. Below are the key features of Vivup:
 - ✓ **EAP (Employee Assistance Programme)**
Access confidential, impartial assistance in times of need via a 24/7, 365 days helpline and face to face or virtual counselling.
 - ✓ **Your Care**
Embrace a healthier lifestyle with the help of assessments, goals, and tools available on the dynamic wellbeing management platform.
 - ✓ **Cycle to Work Scheme**
Available via Vivup to encourage health and wellbeing and to address carbon emissions.
 - ✓ **Lifestyle Savings**
Access to a huge range of savings from the UK's leading retailers, restaurants, food delivery services, utility providers, and attractions.
 - ✓ **Home & Electronics**
Help spread the cost on 1000s of tech, appliances, and homeware items fulfilled by companies such as Currys and John Lewis and Partners.

2.5 **Employee Sickness Absence and Whistleblowing Complaints**

One of the indicator of employee health and wellbeing is attendance at work. During the last financial year the sickness absence out-turn figure was 9.5 days lost per employee. This was an increase (8.98) on the previous year and over that of our target of 8.5 days per employee. Sickness level for the year so far has unfortunately continued to increase. The Monitoring Officer has confirmed there have been 2 Whistleblowing complaints raised in the last 12 months.

2.6 **Summary**

As evidenced above, work has been continuing to develop and positively progress employee health and wellbeing. The importance of Health and Wellbeing for employees at Bolsover District Council is very much recognised by the HR and Payroll Manager and HR Business Partner, both recognise they have a responsibility to deliver continuing progress in supporting the wellbeing of others.

3. **Reasons for Recommendation**

- 3.1 Sections 3.6 and 4.3 of the Bolsover District Council Constitution states that the Climate Change & Communities Scrutiny Committee should oversee the development and delivery of the Health and Wellbeing Strategy as part of the Budget and Policy Framework.

4. Alternative Options and Reasons for Rejection

- 4.1 There are no reasons for rejection. The Constitution requires the Committee to oversee this area of service delivery as part of their Terms of Reference (section 3.6 of the Constitution).

RECOMMENDATION(S)

1. That Committee Members note the progress update.

Approved by Councillor Clive Moesby, Portfolio Holder for Resources

IMPLICATIONS:

Finance and Risk: Yes No

Details: As set out in the report

On behalf of the Section 151 Officer

Legal (including Data Protection): Yes No

Details: As set out in the report

On behalf of the Solicitor to the Council

Environment:

Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment.

Details: N/A

Staffing: Yes No

Details: Initiatives associated with Sickness Absence Management, must be in line with the Policy adopted by the Authority.

On behalf of the Head of Paid Service

DECISION INFORMATION

Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? <i>(Only Key Decisions are subject to Call-In)</i>	No

District Wards Significantly Affected	N/A
Consultation: Leader / Deputy Leader <input type="checkbox"/> Executive <input checked="" type="checkbox"/> SLT <input type="checkbox"/> Relevant Service Manager <input type="checkbox"/> Members <input checked="" type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/>	Details:

Links to Council Ambition: Customers, Economy and Environment.
None directly but the Health and Wellbeing of Council staff ensures that the Council is best placed to deliver against the Council Ambitions.

DOCUMENT INFORMATION	
Appendix No	Title
1	Employee Health & Wellbeing Framework
2	Updated Action Plan 2024-27
3	Employee Health & Wellbeing Framework 2024-27 Infographic
4	A new Action Plan (2026) with newly identified actions for the forthcoming year.

Background Papers
<i>(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive you must provide copies of the background papers).</i>
N/A