

Employee Health & Wellbeing Framework Action Plan

2026

Framework Priority	Employee Engagement and Communication			
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> Launch People Strategy & Values & Behaviours with a targeted comms plan and manager briefings 	<p>Aim To embed the People Strategy and Values & Behaviours across the organisation, ensuring employees and managers understand them and apply them consistently to support a positive, healthy workplace culture.</p> <p>Purpose</p> <ul style="list-style-type: none"> Communicate the People Strategy and Values clearly through targeted messaging. Equip managers with tools and confidence to role-model behaviours and lead meaningful conversations. Reinforce links between our Values and wellbeing, engagement, and inclusion. 	<p>HR & Payroll</p> <p>Communications</p> <p>Service Managers</p>	Spring 2026	
<ul style="list-style-type: none"> Neurodiversity Support Group: gauge interest 	<p>Aim To explore the need for a Neurodiversity Support Group by assessing employee interest and potential benefits for wellbeing and inclusion.</p> <p>Purpose</p>	Laura Critchley – Employee Engagement Officer	Spring 2026	

	<ul style="list-style-type: none"> • Gauge interest through surveys or feedback channels. • Identify how a support group could enhance belonging and mental health. • Use findings to inform next steps in the wellbeing framework. 			
<ul style="list-style-type: none"> • Wellbeing photo challenge (e.g., “Your Happy Place”) 	<p>Aim To promote wellbeing and positivity by encouraging employees to share personal moments or spaces that make them feel happy and relaxed.</p> <p>Purpose</p> <ul style="list-style-type: none"> • Foster connection and engagement through a creative, light-hearted activity. • Highlight the importance of mental health and taking time for joy. • Create a sense of community and shared experiences across teams. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Communications Team</p>	Summer 2026	

<ul style="list-style-type: none"> Charity Fitness Challenge (e.g., Rowing Machine) 	<p>Aim To encourage physical activity and team spirit by running a charity fitness challenge that supports wellbeing and a good cause.</p> <p>Purpose</p> <ul style="list-style-type: none"> Promote healthy habits through a fun, inclusive challenge. Strengthen social connections and morale. Link wellbeing activities to community impact via charitable giving. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Sports Development Team</p> <p>Communications Team</p>	Autumn 2026	
Framework Priority	Physical Health and Fitness			
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> NHS Health Checks & Body MOTs—extend clinics and capacity 	<p>Aim To improve access to preventative health services by expanding NHS Health Checks and Body MOT clinics for employees.</p> <p>Purpose</p> <ul style="list-style-type: none"> Increase capacity and availability of health checks to support early detection and wellbeing. Encourage proactive health management among staff. Reduce barriers to participation through convenient scheduling and locations. 	<p>Laura Critchley – Employee Engagement Officer</p>	Summer 2026	

<ul style="list-style-type: none"> Flu Vaccinations 2026 (on-site + reimbursement) 	<p>Aim To protect employee health by providing convenient access to flu vaccinations through on-site clinics and reimbursement options.</p> <p>Purpose</p> <ul style="list-style-type: none"> Reduce flu-related absence and support overall wellbeing. Make vaccination easy and accessible for all staff. Encourage proactive health management during flu season 	Laura Critchley – Employee Engagement Officer	Autumn 2026	
<ul style="list-style-type: none"> Walking at Work Challenge 2026 (team & individual) 	<p>Aim To promote physical activity and wellbeing by encouraging employees to take part in a fun walking challenge, individually and in teams.</p> <p>Purpose</p> <ul style="list-style-type: none"> Support healthy habits and movement during the workday. Foster friendly competition and team engagement. Contribute to overall physical and mental wellbeing. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Sport Development Team</p>	Spring / Summer 2026	
<ul style="list-style-type: none"> Quarterly Staff Sports (rounders/5-a-side/badminton) 	<p>Aim To encourage physical activity and social connection by organising quarterly staff sports sessions such as</p>	Laura Critchley – Employee Engagement Officer	2026 (Quarterly)	

	<p>rounders, 5-a-side football, and badminton.</p> <p>Purpose</p> <ul style="list-style-type: none"> • Promote teamwork and engagement through fun, inclusive activities. • Support physical wellbeing and reduce sedentary habits. • Strengthen cross-department relationships and morale. 	Sport Development Team		
<ul style="list-style-type: none"> • Hybrid micro-fitness sessions (10–20 min stretch/yoga) Utilising the ‘Deskercise for wellbeing’ session on SkillGate 	<p>Aim To encourage regular movement and reduce sedentary behaviour by offering short, accessible fitness sessions for hybrid workers.</p> <p>Purpose</p> <ul style="list-style-type: none"> • Promote physical and mental wellbeing through quick stretch or yoga breaks. • Utilise existing resources like SkillGate’s “Deskercise for Wellbeing” for easy access. • Support flexibility and inclusion for both office and remote staff. 	Laura Critchley – Employee Engagement Officer	Autumn 2026	

<ul style="list-style-type: none"> Promote Go! Active Staff Discount (Quarterly) 	<p>Aim To raise awareness and encourage uptake of the Go! Active staff discount as part of promoting regular physical activity and wellbeing.</p> <p>Purpose</p> <ul style="list-style-type: none"> Remind employees of the benefit through quarterly communications. Support healthy lifestyle choices by making fitness more affordable. Strengthen engagement with local wellbeing resources. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Communications Team</p> <p>David Hall - Leisure Facilities Manager</p>	2026 (Quarterly)	
Framework Priority	Mental Health and Emotional Wellbeing			
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> Menopause Support Group expansion (bimonthly + awareness workshops) 	<p>Aim To expand menopause support by increasing group sessions and awareness activities, fostering an inclusive and supportive workplace.</p> <p>Purpose</p> <ul style="list-style-type: none"> Offer bimonthly support group meetings for employees. Deliver awareness workshops to educate and reduce stigma. Promote wellbeing and retention for those affected by menopause. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Members of the Menopause Support Group</p>	Winter 2026	

<ul style="list-style-type: none"> Stress awareness month activities 	<p>Aim To raise awareness of stress management and provide practical tools and activities during Stress Awareness Month.</p> <p>Purpose</p> <ul style="list-style-type: none"> Educate employees on recognising and managing stress. Offer accessible resources and activities to support mental wellbeing. Encourage open conversations and reduce stigma around stress. 	<p>Laura Critchley – Employee Engagement Officer</p>	<p>April 2026</p>	
<ul style="list-style-type: none"> Mental Health Awareness Month 	<p>Aim To promote mental health awareness and provide resources and activities that support employee wellbeing during Mental Health Awareness Month.</p> <p>Purpose</p> <ul style="list-style-type: none"> Increase understanding and reduce stigma around mental health. Offer practical tools, workshops, and signposting to support employees. Encourage open conversations and a culture of care. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Communications Team</p>	<p>May 2026</p>	

<ul style="list-style-type: none"> Promote more Mental Health First Aider training sessions. 	<p>Aim To strengthen mental health support by increasing the number of trained Mental Health First Aiders across the organisation. We currently have 8 trained members of staff.</p> <p>Purpose</p> <ul style="list-style-type: none"> Recruit and train additional Mental Health First Aiders to improve coverage. Ensure employees have accessible, confidential support for mental wellbeing. Promote a culture of care and early intervention. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Communications Team</p> <p>Current Mental Health First Aiders</p>	<p>Winter 2026</p>	
<ul style="list-style-type: none"> Compassionate Leave Provision 	<p>Aim To provide clear and supportive compassionate leave provision that help employees manage difficult personal circumstances without added stress.</p> <p>Purpose</p> <ul style="list-style-type: none"> Ensure employees understand their entitlement and how to access compassionate leave. Promote a culture of empathy and wellbeing during challenging times. Reduce anxiety and support retention by offering flexibility and care. 	<p>Peter Wilmot – HR Business Partner</p>	<p>Autumn 2026</p>	

Framework Priority		Financial Wellbeing		
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> LGPS/Pension Awareness (on-site + webinars) 	<p>Aim To improve financial wellbeing by increasing awareness of LGPS and pension benefits through on-site sessions and webinars.</p> <p>Purpose</p> <ul style="list-style-type: none"> Educate employees on pension options and long-term financial planning. Provide accessible, expert-led sessions to boost understanding and confidence. Support informed decisions that contribute to overall wellbeing. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Oliver Fishburn – HR & Payroll Manager</p>	September 2026	
<ul style="list-style-type: none"> Financial Wellbeing & Digital Banking Awareness (Natwest) 	<p>Aim To improve financial wellbeing by raising awareness of digital banking tools and financial support through NatWest-led sessions.</p> <p>Purpose</p> <ul style="list-style-type: none"> Provide practical guidance on managing money and using digital banking securely. Support employees in building financial confidence and resilience. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Oliver Fishburn – HR & Payroll Manager</p>	April 2026	

	<ul style="list-style-type: none"> Offer accessible webinars and resources to promote informed financial decisions. 			
Framework Priority	Safe and Supportive Work Environment			
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> Sexual Harassment Policy – Extend mandatory training provision for managers to include this topic. 	<p>Aim To ensure managers understand and comply with the Sexual Harassment Policy through mandatory training, fostering a safe and respectful workplace.</p> <p>Purpose</p> <ul style="list-style-type: none"> Equip managers with knowledge to prevent, identify, and address sexual harassment. Reinforce organisational commitment to dignity and respect. Reduce risk and promote a culture of safety and accountability. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Peter Wilmot – HR Business Partner</p>	February 2026	
<ul style="list-style-type: none"> Domestic Abuse Policy – awareness & training rollout Subject to the policy being approved 	<p>Aim To raise awareness and provide training on the Domestic Abuse Policy, ensuring managers and staff understand how to support affected employees—subject to policy approval.</p> <p>Purpose</p>	<p>Laura Critchley – Employee Engagement Officer</p> <p>Peter Wilmot – HR Business Partner</p>	Summer 2026	

	<ul style="list-style-type: none"> • Deliver clear guidance and training once the policy is approved. • Equip managers to respond appropriately and signpost support. • Promote a safe, supportive workplace culture. 			
Framework Priority	Training and Development			
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> • SkillGate – complete corporate modules (part 1) & expand departmental content (part 2) 	<p>Aim To ensure completion of mandatory corporate learning modules and expand departmental content on SkillGate to support continuous development and compliance.</p> <p>Purpose</p> <ul style="list-style-type: none"> • Drive completion of core corporate modules for all staff. • Develop and upload tailored departmental content to meet specific needs. • Promote a culture of learning and professional growth through accessible e-learning. 	Laura Critchley – Employee Engagement Officer	Part 1 - April 2026 Part 2 - Winter 2026	
<ul style="list-style-type: none"> • Leadership & Management cohorts (continue L3/L5; support participants) • Curate learning resources 	<p>Aim To continue developing leadership capability by supporting ongoing Level 3 and Level 5 management cohorts.</p> <p>Purpose</p>	Laura Critchley – Employee Engagement Officer	January 2026	

<ul style="list-style-type: none"> Create Microsoft Teams channel to aid collaboration 	<ul style="list-style-type: none"> Maintain delivery of accredited leadership programmes (L3/L5). Provide guidance and resources to help participants complete successfully. Strengthen management skills to improve engagement, wellbeing, and performance. 	Kane Darby – HR Officer		
<ul style="list-style-type: none"> Microlearning on wellbeing topics via SkillGate 	<p>Aim To provide employees with quick, accessible learning on wellbeing topics through microlearning modules on SkillGate.</p> <p>Purpose</p> <ul style="list-style-type: none"> Deliver bite-sized, practical content to support mental and physical wellbeing. Make learning flexible and easy to fit into the workday. Reinforce a culture of continuous wellbeing awareness and self-care. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>HR & Payroll Team</p>	Autumn 2026	
Framework Priority	Resources & Funding			
Specific action	Aim & purpose	Owner	Time	Update
<ul style="list-style-type: none"> Employee Engagement Budget – maintain & report 	<p>Aim To maintain and monitor the Employee Engagement budget to ensure effective use of resources for wellbeing and engagement initiatives.</p> <p>Purpose</p>	Laura Critchley – Employee Engagement Officer	2026	

	<ul style="list-style-type: none"> Track and report on budget allocation and spend. Ensure funds are used to maximise impact on employee engagement and wellbeing. Provide transparency and accountability in budget management. 			
<ul style="list-style-type: none"> Explore Partnerships Expansion (beyond Derbyshire CC Public Health) 	<p>Aim To explore opportunities to expand wellbeing partnerships beyond Derbyshire CC Public Health to enhance resources and support for employees.</p> <p>Purpose</p> <ul style="list-style-type: none"> Identify potential new partners for health and wellbeing initiatives. Broaden access to expertise, services, and funding opportunities. Strengthen the overall impact and sustainability of the wellbeing framework. 	<p>Laura Critchley – Employee Engagement Officer</p> <p>Kane Darby – HR Officer</p>	Winter 2026	

Notes & Dependencies

- ERIC** = internal intranet; use Comms for campaigns and measurement (page views, unique visitors).

- **Data protection:** Survey items will be anonymised; reporting will use aggregate data.
- **Equality impact:** All training and policies will include EIA considerations.
- **Governance:** Policy launches/updates to follow Council approval pathways and Trade Union consultation where applicable.