

Employee Health & Wellbeing Framework Action Plan

2026

| Employee Engagement and Communication | | | | |
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| Framework Priority | 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. | HR & Payroll Communications Service Managers | 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 | |

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| | <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. | Laura Critchley – Employee Engagement Officer Communications Team | 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> | <p>Autumn 2026</p> | |
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| 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> | <p>Summer 2026</p> | |

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| <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. | Laura Critchley – Employee Engagement Officer Sport Development Team | 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) | |

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| | <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</p> <p>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 | |

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| • 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 | | | | |
| Specific action | Aim & purpose | Owner | Time | Update |
| • 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 | |

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| <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. | Laura Critchley – Employee Engagement Officer | April 2026 | |
| <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. | Laura Critchley – Employee Engagement Officer Communications Team | May 2026 | |

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| <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. | Laura Critchley – Employee Engagement Officer Communications Team Current Mental Health First Aiders | Winter 2026 | |
| <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. | Peter Wilmot – HR Business Partner | Autumn 2026 | |

| Framework Priority | Financial Wellbeing | | | |
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| Specific action | Aim & purpose | Owner | Time | Update |
| • 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. | Laura Critchley – Employee Engagement Officer Oliver Fishburn – HR & Payroll Manager | September 2026 | |
| • 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. | Laura Critchley – Employee Engagement Officer Oliver Fishburn – HR & Payroll Manager | April 2026 | |

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| | <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. | Laura Critchley – Employee Engagement Officer Peter Wilmot – HR Business Partner | 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> | Laura Critchley – Employee Engagement Officer Peter Wilmot – HR Business Partner | Summer 2026 | |

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| | <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 | <p>Aim & purpose</p> | <p>Owner</p> | <p>Time</p> | <p>Update</p> |
| <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 | |

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| <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. | Laura Critchley – Employee Engagement Officer HR & Payroll Team | Autumn 2026 | |
| Framework Priority | | | | |
| Specific action | Resources & Funding | 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 | |

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| | <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. | Laura Critchley – Employee Engagement Officer Kane Darby – HR Officer | 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.