





onenortherndevon

Workplace wellbeing project

JUNE 2022 UPDATE

About One Northern Devon

One Northern Devon is a multi-sector partnership working together to improve wellbeing in North Devon & Torridge. It aims to reduce health inequalities through co-ordination of the activity of all partners involved in the wider determinants of health through an approach that is person-centred and place-focussed.

At its heart is an understanding that people need more than just good NHS services to keep well. A person's living conditions, work and social environment have a big impact on their health, even contributing to a difference in life expectancy of up to 15 years in some areas of North Devon.

If we can tackle problems like unsuitable housing, poor employment prospects and social isolation, we can help prevent the poor health that results from such factors.

In order to more effectively address issues like these, housing and environmental services, education providers, employers, community groups, fire, police and health and social care services need to work together.

About OND WWP

One Northern Devon is developing a Workplace Wellbeing programme to support local businesses alongside Southwest Business Council leaders & DWP.

The evaluated and accredited scheme will engage with 20 local businesses initially to promote healthier lifestyles for the workforce, increase mental health awareness and create a local workplace health champion network

Aims

To support employers and employees make positive lifestyle choices, boost morale, increase resilience and protect the long-term wellbeing of our local workforce.

To reduce sickness rates and improve productivity in Northern Devon by supporting small and medium sized local businesses and organisations to improve the workplace wellbeing of their employees

Benefits to your Business

Everyone should feel able to thrive at work. The One Northern Devon 'Workplace Wellbeing Programme' will support local employers and their staff develop a sustainable strategy that focuses on their health and wellbeing.

Its aim is to help prevent and manage ill-health and protect the long-term wellbeing through building individual and workforce resilience.

Businesses will be championed at a locality level for creating a culture and ethos that promotes understanding of health and wellbeing and supports staff to make simple changes such as eating better and moving more.

This programme will strive to not only make workers healthier and happier but make them feel genuinely cared about, heard, understood, listened to and valued.

Dr Kay Brennan – Workplace Wellbeing Advisor and GP

Objectives

Wellbeing Scheme

To create an 'Investors in Wellbeing' scheme for organisations to work towards

Mental Health

To increase mental health awareness amongst employers and employees and have access support and resources.

Anchor Institutions

To share good practice, wellbeing resources and experience with Northern Devon SMEs and organisations

Connectivity

To create a local network of 'Workplace Wellbeing champions', who will promote wellbeing at work, cascade information and learning and help peers access support

5 Ways of Wellbeing

CONNECT → BE ACTIVE → TAKE NOTICE → KEEP LEARNING → GIVE

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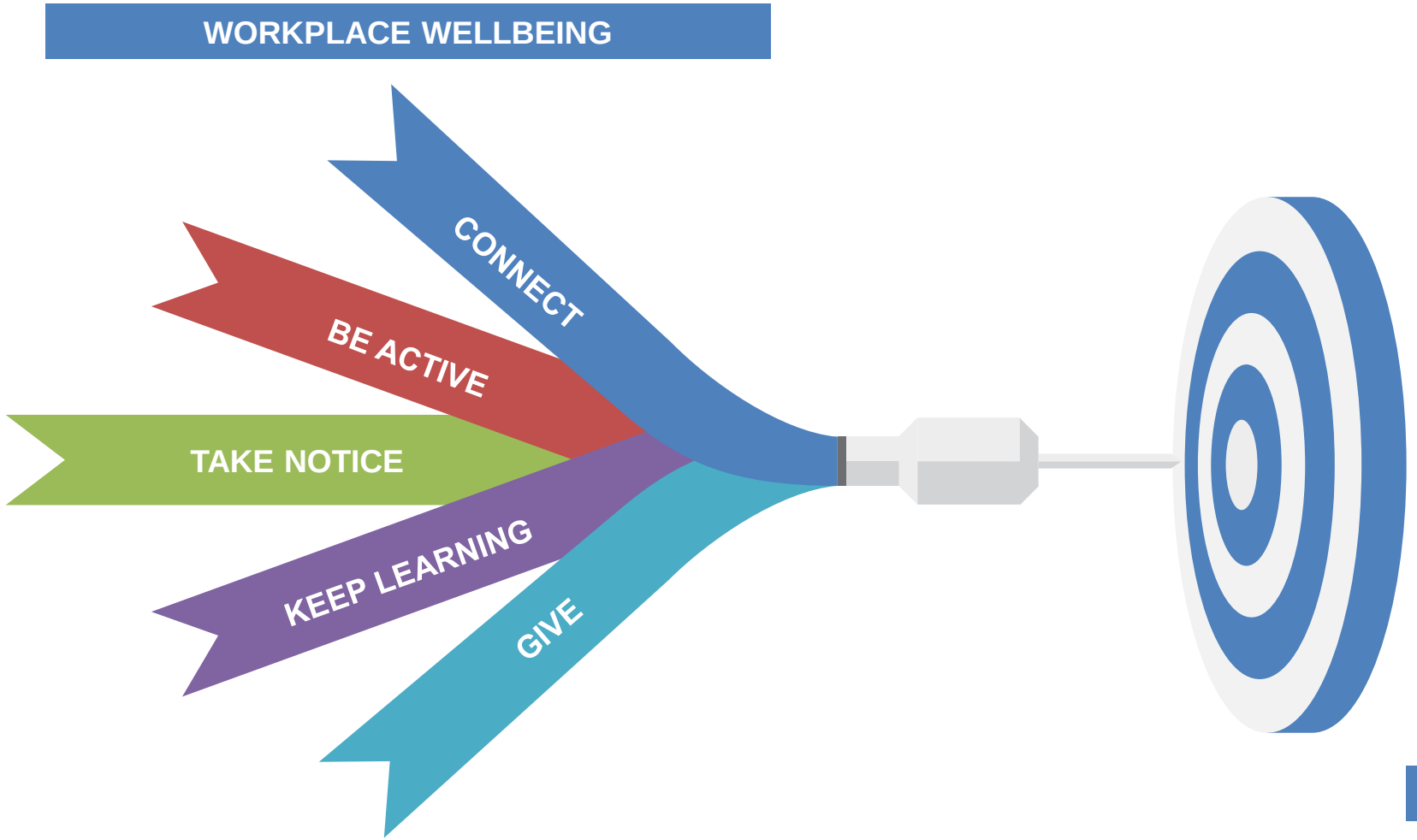
Workplace wellbeing project

WORKPLACE WELLBEING & OVERALL AIM



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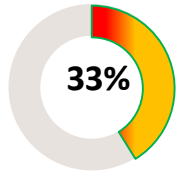
OVERALL AIM

Current Project Status Update

Reporting Date	10/06/2022

Overall	Overall	Delivery	Cost	Benefit	Risk
This Period	AR	AR	A	G	AR
Previous Period					



Start: 01/01/21
End: 30/06/22

Planned Go Live

Q3 2022
30/6/22

Executive Summary

One Northern Devon is a multi-sector partnership working together to improve wellbeing in North Devon & Torridge. It aims to reduce health inequalities through co-ordination of the activity of all partners involved in the wider determinants of health through an approach that is person-centred and place-focussed.

We aim to achieve this within the next 3 months by developing a WWP information pack for businesses which will include objectives, benefits, training/delivery providers and commitment needed from the businesses. We aim to eventually create a workplace health champion network

Status Update

The project is currently working at Amber Red

SME Engagement – Expression of interest have gone out to other 10 companies via Devon Communities Together Coordinator and 15 have gone out directly from OND, we have **successfully signed up 5 of the companies** so far and we expect to get more companies in the coming weeks.

Anchor Institutions - 12 anchor institutions have been approached. Whilst 5 have been identified as non-viable, we are currently in discussion with 6 others to identify whether they can provide the support needed to deliver this aspect of the project.

Delivery Partners – We have four (4) delivery partners on board and they are providing full support to the project

Approved Budget	Actuals (Spend to date)	Variance	Commentary
£12,403	£10,000	£2,403	Expended £3k on SWBC and £7k on SAV. More expenses to be determined after training events and business delivery partner engagement.

Key activities for next Period

1) Engage Additional 16 Businesses for the Workplace Wellbeing Project
2) Engage business delivery partner (3) Engage training Partners and agree modalities

Key activities achieved last Period (ended 27/05/22)

1) Webinar held on 30.5.22 (2) Four Organisations signed up to WWP, 4 health champions nominated.

Key activities achieved last Period (ended 13/05/22)

- Create a checklist/Sign up form for businesses to sign up to the WWP - DONE
- Engaged 3 businesses for the Workplace Wellbeing Project - DONE

Key activities achieved last Period (ended 25/04/22)

- Develop Workplace Wellbeing Programme Information pack for Businesses - DONE
- OND WWP accreditation programme defined and designed - DONE
- Review and update SME Health Champions identified for the WWP - DONE
- Review and update Training /delivery partners - DONE

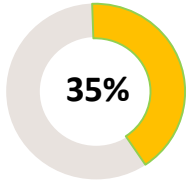
33%

Develop WWP Pack
Start: 14/04/22
End: 10/05/22



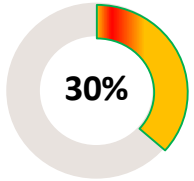
Ongoing

Contact SMEs to Participate
Start: 14/04/22
End: 12/05/22



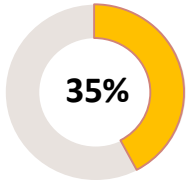
Ongoing

Anchor Organisation Engagement
Start: 14/04/22
End: 31/05/22



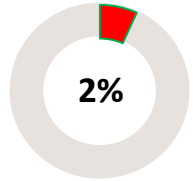
Ongoing

Training/Delivery Partners
Start: 14/04/22
End: 30/06/22



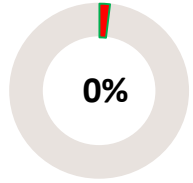
Ongoing

WWP Champion
Start: 14/04/22
End: 30/06/22



Ongoing

WWP Champion Network
Start: 14/04/22
End: 30/06/22



Ongoing

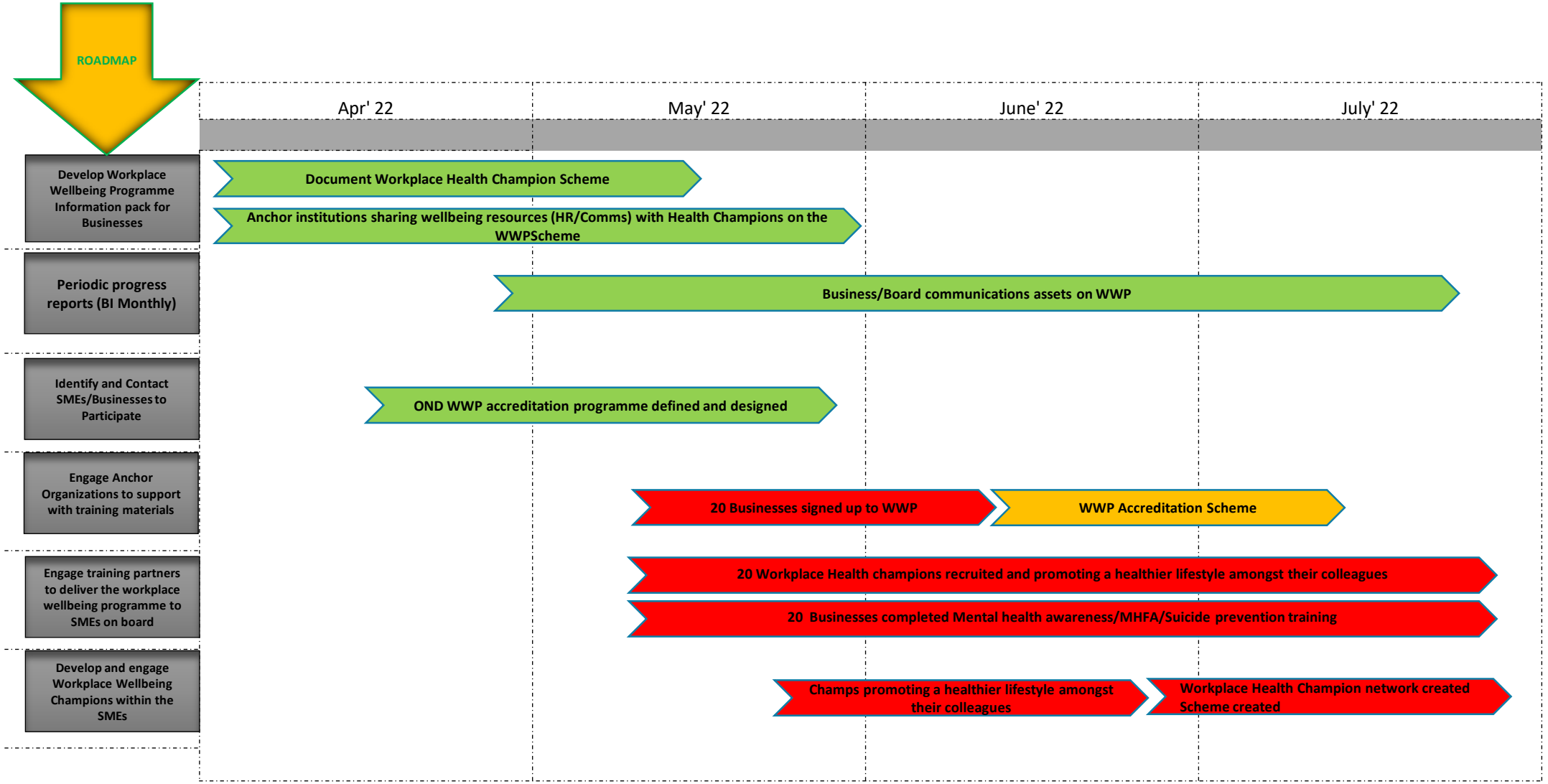
Upcoming Milestones	Due	Owner	Status
Develop Workplace Wellbeing Programme Information pack for Businesses.	10/05/22	Baba.O	DONE
Identify and Contact SMEs/Businesses to Participate	12/05/22	Dr Kay	Ongoing
Engage Anchor Organizations to support with training materials	31/06/22	Natalie.C	Ongoing
Identify and engage training partners to deliver the workplace wellbeing programme to SMEs on board	30/06/22	Baba/Dr Kay	Ongoing
Develop and engage Workplace Wellbeing Champion within the SMEs	30/06/22	Dr Kay	Ongoing
Workplace Health Champion network created	30/06/22	Dr Kay	Not Started

Key Risks & Issues	RAG	Mitigation (Route to Green) With Dates
1. Champions yet to be identified and approached which may impact on delivery		Create a stakeholder map in order to ensure effective engagement
2. Resource constraint may impact on project delivery		Engage internal teams to support with the project
3. Roles and responsibilities not clearly defined		Identify owners/Define roles and responsibilities
4. Business engagement delivery partner to provide support to deliver 20 businesses		Bring in a resource or engage another organisation support

Key Benefits

1	Improve wellbeing in North Devon & Torridge
2	Reduce health inequalities through coordination of the activities of all stakeholders
3	Supporting small and medium sized local businesses and organisations to improve the workplace wellbeing of their employees

INITIAL HIGH LEVEL PLAN - ROADMAP



OND WORKPLACE WELLBEING PROJECT

Project Plan/Time scales

Initial aim was to engage with 20 SMEs in ND and encourage them to sign up to the Workplace Wellbeing Project.

The OND Workplace Health Champions Programme will be offered to each of the businesses. This will show their commitment to supporting their staff to achieve a healthy weight and overall improve their wellbeing.

- April 2022 – A Project Manager employed to deliver the Workplace Wellbeing Project
- April to May 2022 – Information pack for businesses developed by Project Manager and circulated.
- May 2022 – Several webinars scheduled to be delivered. A maiden webinar was delivered on 30.5.22 with 5 attendees present.
- May 2022 – 5 SMEs signed up to the Workplace Wellbeing Project, along with nominated Workplace Health Champions within the Organisations.
- June 2022 – Engaged SAV to deliver 20 businesses and come up with a marketing and communication plan to deliver more webinars to the signed up SMEs and WWP health champions
- June 2022 – Rebase plan to align with successful delivery of the Workplace Wellbeing Project

Proposal

One Northern Devon are proposing to deliver this programme for a 1 year pilot from June 1st 2022 to 31st May 2023.

To ensure the success of the delivery of this programme, One Northern Devon are seeking funding to employ a Work Place wellbeing Project Manager

- **Funding required**

-Work Place Wellbeing Project Manager - Salary of £30k (6 Months Contract)

-Contingency funds of £10k

Total required - £40k

- **Funding and resource already secured**

Project Management resource provided through One Northern Devon

Mental Health training costs

Funding of £13965.00 secured through DWP project

- **Partner Engagement already secured**

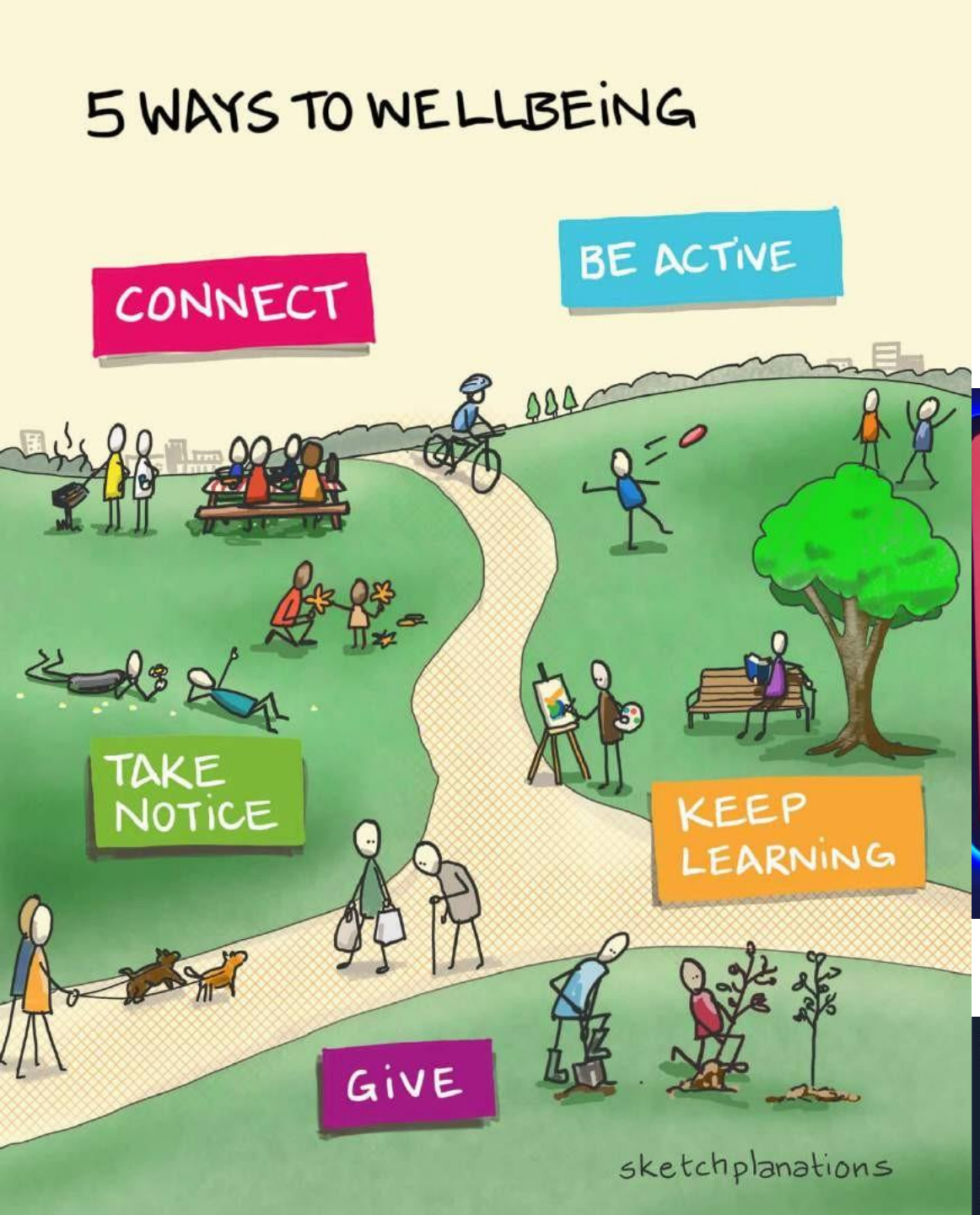
Griffiths Construction Company

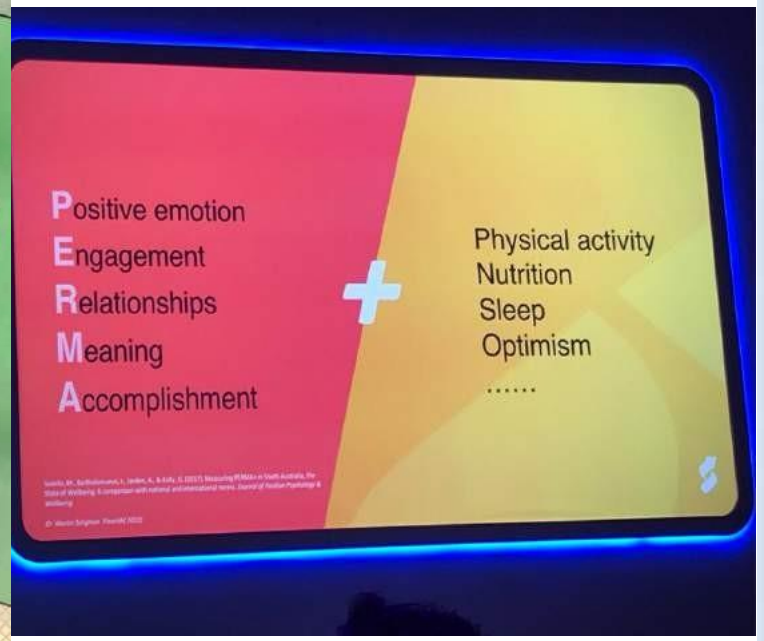
Devon Communities together

Stand Against Violence

PETROC

Building in the science backed actions







5 ways for children & young people

