

Meeting of:	CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS
Date of Meeting:	3 SEPTEMBER 2025
Report Title:	HEALTH & WELLBEING
Report Owner / Corporate Director:	CHIEF OFFICER – LEGAL & REGULATORY SERVICES, HR & CORPORATE POLICY
Responsible Officer:	PAUL MILES, GROUP MANAGER – HUMAN RESOURCES & ORGANISATIONAL DEVELOPMENT
Policy Framework and Procedure Rules:	There is no impact on the policy framework or procedure rules.
Executive Summary:	To provide information on health and wellbeing within the Council.

1. Purpose of Report

- 1.1 The purpose of this report is to provide an overview of health and wellbeing within Bridgend County Borough Council, with a focus on actions and support provided between April 2024 and March 2025. The Council continues to prioritise mental, physical and emotional wellbeing through a range of support and resources.

2. Background

- 2.1 The Council is committed to promoting a culture that recognises the importance of employee health and wellbeing, and employees are key to the delivery of the Council's vision and priorities.
- 2.2 The Council encourages employees to protect their health, prevent ill health and promote good health practices and sign post employees to what is available for them to access, at the time they need.

3. Current situation / proposal

- 3.1 Employees are able to access a number of support and resources in relation to managing their own health and wellbeing. Managers are also given the

opportunity of attending HR Briefings on health and wellbeing to give an overview on where they can locate support and resources for various topics related to health and wellbeing.

- 3.1.1 The following information is what is currently on offer to employees and managers

3.2 Employee Assistant Programme

- 3.2.1 The Employee Assistance Programme (EAP), provided by Vivup, offers employees a counselling service, immediate information and advice to a range of workplace and personal issues with no cost to the employee. The service provides employees with assistance for many different issues including Relationships, Finances, Anxiety, Bereavement, Workplace Issues, and Trauma. There are also downloadable self-help workbooks, podcasts, blogs and more available to employees to access.
- 3.2.2 109 employees accessed the counselling service for the first time between April 2024 to March 2025. In the period prior to this, December 2023 to March 2024, 43 employees accessed the counselling service. Access to the counselling service is via self-referral and does not require the manager to refer.
- 3.2.3 The EAP also offers employees the opportunity to have their own personal wellbeing dashboard where they are able to complete assessments on various health and wellbeing related topics, set goals as well as having access to additional resources including articles, videos, recipes on a number of health and wellbeing related topics (e.g. alcohol, finance, general wellbeing, healthy eating, mental health, sleep, smoking, physical health).

3.3 Occupational Health Referrals

- 3.3.1 The Occupational Health Service, provided by Insight, is a service that supports employees and provides advice and guidance regarding the health issues in the workplace. In the period April 2024 to March 2025, 355 referrals were made.
- 3.3.2 In addition to 3.3.1, the Occupational Health Service also carries out specific health surveillance checks for employees in specific job roles, such as highways workers, HGV drivers, etc.

- 3.3.3 To ensure appropriate fitness to work all new employees are required to complete a pre-employment health declaration with the potential to require further screening via occupational health.

3.4 **Health Hub News (HHN)**

- 3.4.1 HHN is a quarterly newsletter that looks at ways employees can improve their health and wellbeing, using helpful hints and tips that will be easy to incorporate into their lifestyle.
- 3.4.2 Many of the stories within HHN are from lived experiences of employees and there is a mixture of articles that promote days/weeks to build awareness within certain topics.
- 3.4.3 Some of the items included within HHN are:
- regular features covering all aspects of physical and mental health
 - recipes, books and podcast suggestions from staff
 - and highlighting any Wellbeing initiatives for staff to be involved in.

3.5 **Health & Wellbeing Group**

- 3.5.1 The health and wellbeing group, made up of a group of employees from across all directorates, communicate and encourage health and wellbeing, and highlight initiatives that empower people to improve their health and wellbeing using a variety of communications as possible.
- 3.5.2 There has been a number of initiatives the Health and Wellbeing group have arranged in the period April 2024 to March 2025:
- Period Proud rolled out to all office buildings and depots to offer free menstruation products for employees.
 - Body Metrics scans offered to employees.
 - Wear It Green for mental health day.
 - Defibrillator training offered to employees.
 - Health and Wellbeing space available to staff to utilise in times of need on Level 4 in Civic Offices. This space has all the current leaflets available in paper form for those that need access without logging on to the system.
 - Worked alongside The Bridge on Winter Warmer and Summer Lunchin' appeals. The Bridge offers support to residents who may be struggling financially.

3.6 **Support & Resources**

3.6.1 There are a wide range of support and resources available to employees, these include:

- Health & Wellbeing Intranet Pages
- Health & Wellbeing Protocol & its appendix document
- QR Code Leaflet, copy attached in **Appendix 1**.
- Vivup Digital Poster & contact details
- Financial Resources Leaflet
- Menstruation & Menopause Protocol / Leaflet
- Back Pain Resources
- Neurodiversity Awareness Leaflet
- Stress Risk Assessment (SRA) Guidance & Form
- Wellness Action Plan

3.6.2 Briefings led by senior professionals from the Human Resources and Organisational Development Service are available to help managers on a range of topics. These include Health and Wellbeing and Absence Management Welfare Meetings.

3.6.3 A forthcoming wellbeing event for employees is scheduled for September with key partners. A copy of the promotion is included in **Appendix 2**.

3.6.4 Over the next 12 months these initiatives will be reviewed and consideration will be given to their effectiveness.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report; therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of the well-being goals as a result of this report.

6. Climate Change and Nature Implications

6.1 There are no climate change or nature implications arising from this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no safeguarding and corporate parent implications arising from this report.

8. Financial Implications

8.1 There are no financial implications arising from this report as it is an information report.

9. Recommendation

1.1 It is recommended that the Cabinet Committee Equalities and Employee Relations note the information contained in this report.

Background documents

None

Coping with addictions



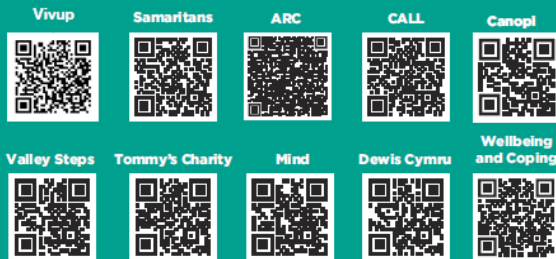
Physical Wellbeing Resources



Financial



Mental Health Wellbeing Resources



Occupational Wellbeing



Relationships



Employee Health & Wellbeing Resources



SIGNPOSTING

EMPLOYEE RESOURCES

PHYSICAL EXERCISE

MINDFULNESS

PRACTICAL ADVICE & GUIDANCE

SELF-HELP

FINANCIAL SUPPORT

RELATIONSHIPS

LEARNING & DEVELOPMENT

EMPLOYEE





HEALTH & WELLBEING EVENT



FOR ALL EMPLOYEES

24th SEPTEMBER 2025

DOORS OPEN BETWEEN 10AM – 2PM
CONFERENCE ROOM, HALO LEISURE, BRIDGEND, CF31 4AH

What can I expect from the event?

Detail on the Vivup Offer to employees



Free BCBC Health & Wellbeing leaflets and resources



Free Cholesterol, BP, Glucose & BMI checks



A Gym Induction on the day



Meet some of your Wellbeing Champions

How the scheme works



OTHER ORGANISATIONS ATTENDING







Please notify your manager of your attendance at this event, anticipating that a slot will be no longer than an hour

FOR MORE INFORMATION ON THE EVENT CONTACT
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