

Meeting of:	CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS
Date of Meeting:	2 SEPTEMBER 2026
Report Title:	HEALTH & WELLBEING
Report Owner: Responsible Chief Officer / Cabinet Member	CHIEF EXECUTIVE CABINET MEMBER FOR CORPORATE SERVICES
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 2025 and March 2026. 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 90 employees accessed the counselling service for the first time between April 2025 to March 2026. This is a decrease compared to 2024/2025, where 110 employees accessed the counselling service. Access to the counselling service can be either through management referral or a self-referral.

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 2025 to March 2026, 436 referrals were made, which is an increase from 355 in the previous year.

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. In the period April 2025 to March 2026, 526 checks were carried out.

- 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 bi-monthly 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, with open rates of 40%.
- 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 been involved in during the period April 2025 to March 2026. These include:
- Health & Wellbeing event 2025
 - Christmas photo and teams background competition
 - Winter walking initiative
 - 'Caring for carers' initiative
 - Mens Mental Health bespoke session
 - Cwm Taf Morgannwg Health Promoting Schools Scheme - Online School Staff Wellbeing Session

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
- Bereavement Support Leaflet
- Benefits Leaflet (TO BE RELEASED)
- 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 With the last health and wellbeing event being a success a forthcoming wellbeing event for employees is scheduled for November 2026 with key partners invited.

3.6.4 These initiatives will be continually 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

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

Background documents

None

Mental Health Wellbeing



Vivup



Samaritans



Tommy's Charity



CALL



Valley Steps



Wellbeing and Coping



Dewi Cymru



Mind



Canopi



ARC



Education Support Partnership



Case-UK



Silver Cloud

Physical Wellbeing



NHS



The Menopause Charity



HALO



Wise

Occupational Wellbeing



Access to Work



ACAS



Corporate E-Learning and Training

Financial



StepChange Debt Charity



Money Helper



Citizens Advice Bureau



Bridgend LifeSavers Credit Union



GamCare



B-EAT

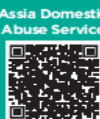


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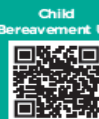
Relationships



Assia Domestic Abuse Service



Bridgend Carers Wellbeing Service



Child Bereavement UK



Cruse Bereavement



Victim Support



Employee Health & Wellbeing Resources



SIGNPOSTING

CARING CULTURE
RELATIONSHIPS
LEARNING & DEVELOPMENT

HEALTHY LIFESTYLE

SUPPORT

HALO CONVERSATIONS

WORK/LIFE BALANCE

EMPLOYEE RESOURCES

ADDICTION

PHYSICAL EXERCISE

MINDFULNESS

PRACTICAL ADVICE & GUIDANCE

SELF-HELP

FINANCIAL SUPPORT

