



South Yorkshire
FIRE & RESCUE

Health and Wellbeing Strategy

2019-2022

Making
**SOUTH
YORKSHIRE
SAFER &
STRONGER**

What is health and wellbeing?

Wellbeing means different things to different people at different times, but generally speaking it is the physical, mental and social health of an individual. Health and wellbeing is about being emotionally healthy as well as physically healthy. It is feeling able to cope with normal stresses and living a fulfilled life. It can be affected by things like worries about money, work, the people around you and the environment you live in. Your wellbeing is also affected by whether or not you feel in control of your life.

Why is it important?

First and foremost, when you are healthy and happy it benefits you in all areas of your life, including work. Not only do we genuinely want to support the wellbeing of all our staff, we have a duty of care to ensure everyone's welfare, including minimising the risk of stress-related illness in work. We are committed to supporting wellbeing and we want to get everyone talking about this crucial topic.

People Strategy 2018-2022:

In our People Strategy we have committed to:

- Develop a Health and Wellbeing Strategy to promote the wellbeing of all our people
- Reduce the incidence of reported stress as a result of work
- Work to improve our approach to managing wellbeing by ensuring early engagement and equipping leaders to effectively manage change processes
- Support family friendly policies and work patterns where possible
- Consider the issues of ageing in our workforce

In **Our Story**- our ten year vision towards becoming a leading fire and rescue service- we describe our aspirations for the future. One of these is to 'Be a great place to work', which this strategy also clearly supports.



What do we want to achieve?

We want to work with you to integrate health and wellbeing into your day to day activities to enable you to create a positive and healthy working life.

Through this strategy we will provide a framework where we can all take a proactive and engaging approach to enhancing our own health and wellbeing. This will be achieved through wellbeing initiatives, support mechanisms and joint working with you and your representatives and local partners to identify and address areas for improvement.

We will ensure that managers have the key skills, knowledge and ability to support you to improve their health and wellbeing. We will also ensure that we increase your awareness as to what is important in achieving and maintaining your own health and wellbeing.

In particular we want to:

- Promote and maintain a culture of positive emotional energy and improved physical, social and psychological wellbeing
- Encourage everyone to look after themselves and ensure they know what is available to support them in this
- Provide information and support on the major health challenges
- Improve resilience and encourage supportive environments
- Support people with manageable health problems or disabilities to remain in work
- Improve staff satisfaction
- Reduce absenteeism levels
- Ensure a safe and healthy working environment

How will we do this?

- Take a proactive approach to health and wellbeing
- Have effective leadership and management to embed and maintain health and wellbeing as part of everyday activities
- Improve communication regarding health and wellbeing to increase your awareness
- Help you develop and maintain a healthy lifestyle and improve your physical and emotional health
- Build your personal resilience through practical strategies, training and support in managing stress
- Provide early intervention and support if you have health problems or disabilities to remain at work or to return to work as soon as possible following a period of absence
- Develop and monitor the effectiveness of policies which support your wellbeing
- Focus on employee engagement

What do we currently offer?

There are a number of initiatives, policies and procedures already in place to support your health and wellbeing:

- Blue Light Champions
- In-house Occupational Health and Health & Safety services
- Health surveillance
- Trauma support in conjunction with the British Red Cross
- Access to psychological support including counselling
- Access to physical wellbeing support including physiotherapy
- Cycle to Work Scheme
- Smoking cessation support
- Gym facilities on all sites

- Access to a variety of fitness sessions
- Full-time fitness instructor
- Childcare vouchers (pre Government changes)
- Health initiatives and promotional events
- Green travel initiatives
- Multi-faith chaplaincy support
- First Contact Advisors
- Support networks
- “Working Win” project (2019/20)
- Signposting to organisations providing support e.g. Firefighter Charity, Sapper Support, Hope
- SYFRS Sports and Social Club
- Services provided by Representative Bodies
- Staff recognition schemes
- Training for managers on mental health awareness and support
- A wide range of OH, HR and Health & Safety policies and procedures that support health and wellbeing and ensure effective management of absences
- Employee benefits

We will continue to regularly review these to ensure that they support this strategy.

What else are we going to do?

- Ensure everyone is aware of this strategy and our genuine commitment to good health and wellbeing for all our staff
- Develop a specific section on the intranet for health and wellbeing information
- Put a comprehensive Critical Incident Wellbeing Support Policy in place including a new peer support role of CIW Supporter
- Ensure health and wellbeing is embedded into our recruitment and induction processes
- Ensure linkages between health and wellbeing and leadership competencies
- Sign up and commit to the Blue Light (OK) Framework
- Provide further support and development to our Blue Light Champions and First Contact Advisors
- Annual audit of the personal review (PR) process to ensure its effectiveness
- Ensure coaching and mentoring is embedded across the organisation
- Engage with a partner organisation to provide financial wellbeing support
- Undertake a cost/benefit analysis of other wellbeing support services, e.g. Employee Assistance Programme, Buddy App
- Collaborate with other blue light services to seek opportunities to widen health and wellbeing support

How will we know if we are supporting you?

A number of health and wellbeing performance indicators have been identified:

- Staff satisfaction levels as evidenced from the bi-monthly pulse survey
- Reduction in sickness absence levels
- Reduction in the number of accidents at work
- Reduction in the voluntary staff turnover rate
- Evidence of performance against these indicators will come from a number of evidence sources including:
 - Staff Surveys, particularly the Wellbeing Survey
 - Sickness absence performance indicators
 - Occupational health trend information
 - Feedback from the Wellbeing Group, representative bodies, partner agencies and so on

In addition to this, we have signed up to the Blue Light Wellbeing Framework which will enable us to audit and benchmark ourselves against an independent set of standards that have been tailored to meet the specialist needs of emergency services staff. It will help to identify what gaps there may be in providing the best wellbeing provision we can for you.

Who will make this all happen?

The delivery of the strategy will be overseen by the Corporate Management Board (CMB) We will inform, advise and train all of our managers so that they are aware of the need to engage in, drive and support this strategy.

Consultation will be undertaken at the relevant Rep Body/employee forum meetings

Health & Safety, Occupational Health, Human Resources and the Health and Wellbeing Group will support the development of health and wellbeing through activities, events and communication Finally, we all have a responsibility for our own health and wellbeing as well as that of our colleagues and peers.