

Committee – 23 September 2026

Report by: HR Manager, Project Delivery

Lead Cllr: Cllr Stephen Claffey
Portfolio Holder for Workforce



Wards

All

Open / Exempt

Open

Key Decision?

No

Health and Wellbeing Strategy

Executive Summary:

As part of HDC's Workforce Strategy there was an action to create a Health Wellbeing Strategy.

The Health and Wellbeing Strategy sets out our commitment to creating a healthy, supportive and inclusive workplace where employees can thrive both personally and professionally.

By focusing on mental, physical, financial and social wellbeing, the strategy aims to improve employee experience, resilience and engagement, enabling colleagues to perform at their best.

Through targeted initiatives, strong leadership and a culture of wellbeing, HDC will support a sustainable workforce that is equipped to deliver excellent services for our residents.

Recommendations

1.1. Employment Committee are requested to endorse the Health and Wellbeing Strategy

Key Corporate Plan Priorities

1 *Doing our Core Work Well*

Report Author(s)

HR Manager, Project Delivery - kiran.hans@huntingdonshire.gov.uk

1. PURPOSE OF THE REPORT

- 1.1** This report provides the Health and Wellbeing Strategy, which is being submitted for endorsement.

2. BACKGROUND & CONTEXT

The Workforce Strategy Action plan consists of 49 actions (119 broken down). All the actions have come from staff when developing the strategy, one of which is the benefit of having a Health and Wellbeing Strategy for the council.

The Health and Wellbeing Strategy has been drafted using data sources such as our Employee Assistance programme to help shape the pillars and by looking at best practice. The strategy was shared at a workshop of managers and staff across services and their feedback has been amalgamated into the strategy.

3. ALTERNATIVE OPTIONS CONSIDERED & NOT RECOMMENDED

- 3.1** N/A.

4. COMMENTS OF OVERVIEW & SCRUTINY

- 4.1** N/A

5. POST-DECISION IMPLEMENTATION

- 5.1** Over the next five years, this strategy will provide a clear direction for wellbeing at HDC while remaining flexible and responsive to the changing needs of our employees and council.

6. IMPLICATIONS OF THE DECISION

6.1 Council Key Priorities and Performance

- Improving quality of life for local people
- Creating a better Huntingdonshire for future generations
- Doing our core work well

This strategy supports HDC in creating a positive and supportive working environment that enables employees to maintain their wellbeing, perform effectively and contribute to the delivery of the Council's priorities, helping HDC remain an employer of choice.

6.2 Financial Implications

Some wellbeing initiatives may require additional investment to support delivery. Where this is necessary, funding will be sought from the Workforce Strategy budget.

It is anticipated that the strategy will support cost reduction in the council through reduction of sickness absence.

6.3 Policy Implications

6.3.1 Any policies impacted by the strategy will be updated.

6.4 Legal & Constitutional Implications

6.4.1 N/A

6.5 Community Impact

6.5.1 An Equality Impact Assessment will be carried out for the strategy following endorsement

6.6 Environment & Climate Change Implications

6.6.1 N/A

6.7 Equality & Diversity Implications

6.7.1 This will be shared with HDC4Everyone (ED&I network).

6.7.2 An Equality Impact Assessment will be carried out for the strategy following endorsement.

6.8 Implications on Resources

6.8.1 The majority of the work will be absorbed by the HR team as BAU, with support from other services.

6.9 Health & Wellbeing Implications

6.9.1 By focusing on mental, physical, financial and social wellbeing, the strategy aims to improve employee experience, resilience and engagement, enabling colleagues to perform at their best.

6.10 Local Government Reorganisation (LGR) Implications

6.10.1 With LGR it is more important than ever to ensure that we support our employees through this change programme and beyond vesting day.

7. RISK MANAGEMENT

7.1 The Health and Wellbeing Strategy is designed to mitigate risk to the council and to allow consistent application across all service areas.

8. BACKGROUND PAPERS– LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

8.1 N/A.

