

Health and Well-being Strategy

2026 - 2031



Why does well-being matter?

Huntingdonshire District Council (HDC) is committed to being an employer of choice within the district and recognises that an important aspect in achieving this is the promotion and maintenance of the physical and psychological well-being of its entire workforce. This strategy has been created as part of a wider commitment to providing the best possible opportunities for employees to maintain or improve their well-being. With Local Government Reorganisation (LGR), it is more important than ever to ensure that we support our employees through this change programme and beyond vesting day.

HDC is committed to providing services and support mechanisms for its employees to maintain and improve their own well-being and that of their colleagues. In return, employees are encouraged to take action to maintain and, where necessary, improve their own health and well-being in order to fulfil the requirements of their role to the best of their ability.

A well thought out, structured and comprehensive well-being strategy benefits an organisation. It helps to:

- ✓ Attract new people to the organisation.
- ✓ Engage, motivate and retain employees.
- ✓ Create a healthier, more inclusive culture.
- ✓ Lower sickness absence.
- ✓ Improve performance and development.
- ✓ Improve productivity and success.

Our Strategy

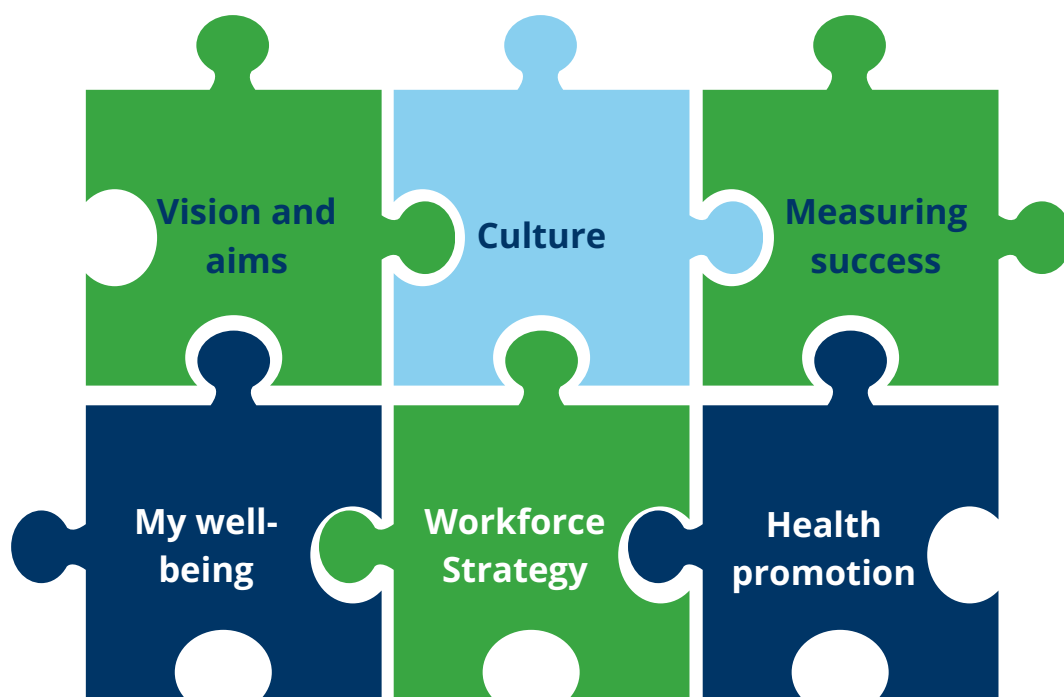
Here at HDC, we define well-being as:

Build resilience, individual health, in which employees are supported to make informed choices and engage in positive well being behaviours in order to succeed at HDC and beyond.

Our Health and Well-being Strategy sets out our vision and aims for employee well-being, our key areas of focus including our approach, and how the council will seek to measure success.

Well-being is the responsibility of everyone within HDC, with a focus on creating a well-being culture, which is championed at all levels, prevention-focused, and improves our standards and practices, and with the purpose of having a positive impact on everyone.

In addition, our Workforce Strategy 2024 has 'Well-being' as a core pillar and is an essential part of improving workforce well-being and will support achievement of the Workforce Strategy by improving staff capability and engagement to adapt to and embrace change as the organisation develops.



Our well-being aims

To be identified as an employer of choice who cares about well-being and recognises the role this can play in the bigger picture including improving productivity and ways of working. Throughout your employment journey with us, we want you to have a positive employee experience.

Create a safe and healthy work environment which fosters a positive culture, whereby the well-being of our employees is integral to everything we do.

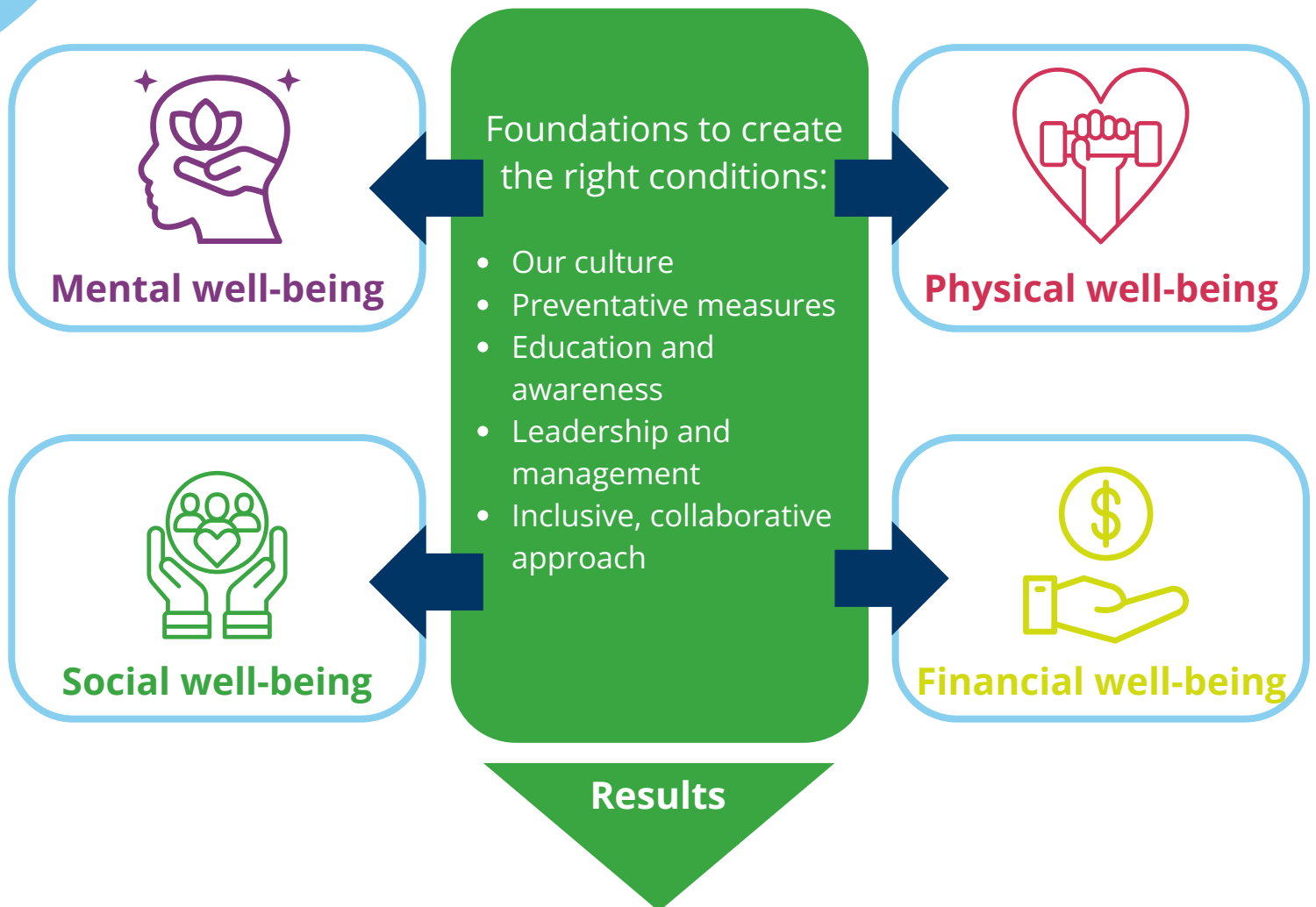
Provide impactful well-being support based on the needs of our employees, using a collaborative approach. Encourage employees to adopt a healthier lifestyle through the promotion of national campaigns, bitesize sessions and events.

Improve general well-being for our diverse workforce and ensure that it is seen as everyone's responsibility across HDC.



Well-being pillars

Four pillars of well-being



A safe, healthy environment where well-being is integral to everything we do. Impactful well-being support based on what our staff need.

Our well-being pillars

Our Health and Well-being Strategy 2026 - 2031 will focus on four key pillars of integrated well-being.

Mental well-being

- Create a culture of open discussion around stress and mental health.
- Supporting individuals to better manage their psychological well-being and develop personal resilience.
- Provide better access to support, advice and signposting.

Physical well-being

- Support people in making positive steps around health in areas such as sleep, nutrition, physical activity, smoking, alcohol, and drinking enough water.
- Create an environment where people feel empowered and are educated about their physical well-being.
- Establish programmes for specific clinical conditions/areas of need.
- Improve our working environment and ways of working.



Social well-being



- Improve the relationships we have with each other across the organisation.
- Build healthy, collaborative, nurturing and supportive relationships, which includes good leadership, to foster a genuine community within HDC.
- Encourage community engagement to improve a sense of belonging and create strong links within the wider community of Huntingdonshire.

Financial well-being



- Reduce financial stress by supporting people to better manage their finances and become more financially secure. This will include areas such as managing debt, budgeting, saving, pensions, investments and living within our means.
- Promote employment practices that avoid low pay, insecure contracts, unfair pay gaps and ensure job security while meeting organisational requirements.
- Ensure reward and benefits' policies allow opportunities to support employees at all stages of their lives.

There is a wide range of information and support services already available to staff that align to our pillars. To find out more, visit the [Staff Well-being intranet page](#) or contact human.resources@huntingdonshire.gov.uk

Mental well-being

[Employee Assistance Programme \(EAP\)](#)
[Well-being webinars](#)
[Resident Advice Team support](#)
[Domestic abuse support](#)
[Anglian Water - 'Shout' support](#)
[Bump 2 Baby and Beyond webinars](#)
Activities for awareness days, including International Men's and Women's Days
[Well-being hub on Perkbox](#)
Oasis well-being rooms at [Pathfinder House](#) and [Eastfield House](#)
[Workwell coaching](#)

Physical well-being

Health kiosks
[Eye test](#) and [flu jab vouchers](#)
'Escape' pain management and Tai Chi sessions
[Menopause support](#)
[Cycle to Work scheme](#) (subject to eligibility)
[Workwell coaching and physio](#)
Occupational health
Cervical screening unit
Blood donations at Burgess Hall
[Well-being webinars](#) on nutrition and endometriosis

Social well-being

[Buddy scheme](#)
[Volunteering policy](#)
[Staff golf association](#)
Lunchtime well-being walks
Quiz events
[HDC for Everyone \(EDI Group\)](#)
Engagement calendar, including Macmillan Coffee Morning, Brew Monday, and Random Acts of Kindness Day
[iCare Awards](#)
Christmas activities
Hunts Food Network (RAI Team)

Financial well-being

[One Leisure discounts](#)
Benefits and form filling support (RAI team)
[Perkbox discounts platform](#)
[Electric and hybrid vehicle scheme](#) (subject to eligibility)
[My Money Matters webinars and support](#)
[Additional voluntary contributions scheme](#)
GamCare webinars
[Energy advice from PECT](#)
LGPS pensions advice
[EAP financial support](#)

Measuring success

Success can be measured in many different ways. Our approach to measuring the success of our Health and Well-being Strategy will be a cyclical process of collaboration, reflection, review, and improvement.

We will use a range of hard and soft metrics to measure the impact of our actions and ensure that well-being is central to the success of our workforce and HDC as a whole.

Potential outcomes:

- Uptake of well-being-related activities.
- To keep sickness absence in line with or below benchmark data and aim to be in line with the private sector.
- Increased employee engagement shown in the staff survey.
- Employer of choice - recruitment and retention data.
- Take up of gym membership.
- Reduced agency spend.
- Reduced Occupational Health costs.
- Reduced accidents and injuries.
- Overtime payments reduce.
- Turnover within benchmark data.



Action plan

Mental well-being



- Educate managers / employees to recognise and support mental health and neurodiverse needs.
- Provide existing and new managers with training on Leadership Development.
- Promote access to support services (EAP, counselling, crisis support).
- Monitor employee engagement through staff survey.
- Promote Perkbox well-being assessments.
- Workwell referrals and promotion.
- Explore resilience training.

Physical well-being



Work currently underway:

- Understand workforce health needs (absence data, surveys, risk areas).
- Ensure safe, compliant working environments (including Display Screen Equipment (DSE) assessment for hybrid workers).
- Continue to encourage healthy habits and explore new health and well-being initiatives.
- Explore options available through use of One Leisure gym facilities to facilitate rehabilitation and general well-being.
- Analyse data to ensure relevant preventative measures are being taken to reduce accidents and injuries at work
- Review Sickness Absence Policy and process.

Social well-being



- Foster an inclusive, respectful culture where everyone belongs.
- Encourage collaboration and relationship-building across teams.
- Support employee networks and communities (e.g., Employee Representatives Group).
- Create opportunities for social interaction (formal and informal).
- Build trust through consistent, transparent communication.

Financial well-being



- Provide clear communication about pay, pensions, and benefits.
- Offer financial education (debt, additional voluntary contributions, and retirement planning).
- Signpost to support services (advice lines and hardship support if relevant).
- Help employees maximise value (discounts, salary sacrifice, and other schemes).
- Promote Cycle to Work scheme and explore lift share scheme.