

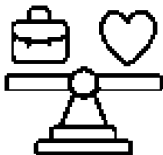
Action plans for this strategy will be developed on a yearly basis, with reference to best-practice, the Regional Staff Health and Wellbeing Framework, and any relevant qualitative and quantitative data gathered from among our workforce. This means that, in a given year, there may not be actions listed against individual Enablers or Pillars of Focus, as we work to respond with flexibility and agility to the needs of our people. Our stepped approach of Promote, Support, Respond will also be considered when devising actions.

Managers can use this action plan with their individual staff as a useful workbook to support individual and team health and wellbeing initiatives and review progress throughout each year.

Enabler / Pillar of Focus	Objectives	Trust Lead	Manager's Notes
Communication 	Trustwide promotion of Staff Health, Wellbeing and Inclusion activities, using existing platforms and exploring additional avenues for promotion.	Anne Young, Corporate Communications Team	
	Promotion and awareness raising of bWell website and resources among workforce.		
	Trust on-boarding, Welcome Event	Jennifer Taggart, HR&OD	

Enabler / Pillar of Focus	Objectives	Trust Lead	Manager's Notes
	Delivery of a comprehensive suite of staff health and wellbeing campaigns including Here4U, menopause resources, supporting carers, domestic and sexual violence and abuse support service.	Fiona Meenan, Health Improvement & Samantha Whann, Human Resources	
	Promotion and delivery of staff vaccine programmes.	Natalie Wilson, Occupational Health	
	Promotion of a range of stress awareness and stress management support for staff and managers. Staffcare and Mental Health 1st Aid.	[REDACTED] & Laura Thompson, Health Improvement	
	Continued development and promotion of Financial Wellbeing initiatives and support for staff.	Samantha Whann	

Enabler / Pillar of Focus	Objectives	Trust Lead	Manager's Notes
Manager & Team Health & Wellbeing 	Development of bWell Champions Health in Work Champion Mental Health 1st Aid training Implementing Take 5 initiative HERE4U 3 minute promotional video being updated currently.	Samantha Whann, [REDACTED] Diane Keys	
	Delivery of bWell sessions for teams that highlight the range of resources available for staff and managers.	[REDACTED]	
	Delivery of flexible working information sessions that showcase flexible working across a range of Trust services.	Samantha Whann	
	Trust Values & Being Belfast Workshops for teams that highlight our People and Culture ethos, Open, Just and Learning and Respect & Civility approach and support the creation of effective teams.	Jennifer Taggart	
	Continued promotion and delivery of Schwartz rounds.	Laure Thompson	
	Compassionate workplace workshop & development of staff charter.	[REDACTED]	
	Continued promotion of "Having A Wellbeing Conversation" for Managers.	Samantha Whann & [REDACTED]	

Enabler / Pillar of Focus	Objectives	Trust Lead	Manager's Notes
Manager & Team Health & Wellbeing 	Support for teams following bereavement (personal and team and service user/patient).	██████████ ████████████████████ Staff Care & Tracey Ashfield	
	Neurodiversity Clinic for managers.	Diane Keys & ██████████	
	Managerial Support Service: for managers re their own wellbeing and or that of their team.	██████████ & Laura Thompson	
	Team reflection session for teams plus Trauma informed practice and supporting staff affected by the legacy of the troubles.	██████████ & Diane Keys	
Working Environment 	Managers to promote, model and encourage healthy breaks.	████████████████████	
	Continue to develop, highlight and deliver healthy lunch or after work activities ie. Couch to 5K, lunchtime cycling/walks, establish a staff Park Run group, HERE4U activities.		
	Raise awareness and promotion of staff maintaining good hydration.		
	Continue to implement smoke free working environment and provide confidential, holistic support on smoking cessation.		

Enabler / Pillar of Focus	Objectives	Trust Lead	Manager's Notes
Working Environment 	Provision of healthy options for staff canteens and encouraging availability of food for night and shift workers. John Johnston & ██████████ Marlene	██████████	
	Ensure data is collaboratively gathered across Health Improvement Team and Staff Wellbeing Psychology service.	██████████ & Laura Thompson	
	Work with managers and teams to develop compassionate workplaces, staff charters. Deliver Compassionate Leadership courses.	██████████ Laura Thompson, Staff Wellbeing Psychology Services	

Enabler / Pillar of Focus	Objectives	Trust Lead	Manager's Notes
Inclusion and Belonging 	Work with Community Development & Chaplaincy colleagues to promote uptake of Cultural Competency Training & Multi Faith Training among managers. Continue to support our culturally and diverse workforce with a range of initiatives including STRIVE, Ethnic Minority Staff Network and the NIPEC regional network. Promote awareness of the Domestic and Sexual Violence and Abuse Support Service among managers and staff. Promote awareness through training and inclusion at a range of bWell events of Flexible Working and Work Life Balance initiatives. Development of a Neurodiversity Toolkit and sharing the Neurodiversity newsletter and working with Belfast Autism Forum. Support for staff with underlying Health Conditions - Disability. Ensure inclusion and improved outreach with those staff who do not have regular access to PC and/or community based.	Samantha Whann, HR & OD	

