RCTCBC WORKFORCE
WELL-BEING STRATEGY
2024-2030

Delivering the priorities of the Council's Corporate Plan
WORKING WITH OUR COMMUNITIES

RHONDDA CYNON TAF

CONTENTS

Mae'r ddogfen hon ar gael yn Gymraeg
Mae croeso i chi gyfathrebu â ni yn y Gymraeg

This document is also available in Welsh
You are welcome to communicate with us in Welsh

FOREWORD

Over the last few years, we had to face many new and unprecedented challenges, although staff well-being has always been a key part of our agenda, the well-being of our people has never been more important.

Our workforce is vital in realising our Vision for an RCT where...

All people, communities, and businesses can grow and live in a healthy, green, safe, vibrant, and inclusive County Borough where they can achieve their full potential in all aspects of their lives and work, both now and in the future.

Working With Our Communities
Rhondda Cynon Taf Council's Corporate Plan 2024-2030

This Well-being Strategy supports the realisation of our Well-being objectives as laid out in the Corporate plan.

Provide equality of opportunity for all...
so that staff feel valued and can reach their full potential.

Our committment to staff
Rhondda Cynon Taf Council's Corporate Plan 2024-2030, pg 39

We recognise the critical role of having a fulfilled, diverse, and healthy workforce in maximising opportunities, being flexible in addressing future demands, and helping RCT to accomplish its potential, particularly in the face of adversity such as the cost-of-living challenges. Staff well-being is essential and intrinsic to our Workforce Plan, aligning with the Welsh government's Well-being of Future Generations (Wales) Act 2015, the Rhondda Cynon Taf Council's Corporate Plan 2024- 2030 and the Cwm Taf Morgannwg Well-being Plan 2023-2028.

Our Workforce Well-being Strategy emphasises the need for a strategic shift to ensure a healthy and engaged workforce, ensuring staff understand the importance of self-care, personal satisfaction and well-being while enhancing organisational effectiveness. Through a prevention-focused Well-being Strategy, we aim to continue to embed well-being into our organisational culture at all levels to enabling us to achieve our Well-being objectives and gaining the best possible outcomes for our communities.

Our well-being strategy is designed in line with best practice, research, guidance and recommendations from CIPD, Public Health Wales, ACAS, and the Health& Safety Executive etc. The strategy encompasses the physical, mental, social and financial well-being of our staff. We are working to be more creative and focused on how we can work differently to strengthen what we do to meet the future needs of our communities.

This document should be read in conjunction with the Council's Workforce Plan (2023-2028).

OUR WORKFORCE WELL-BEING STRATEGY

THE STRATEGY'S PURPOSE

Business in the Community (BITC)[1] states that 36% of the UK workforce experienced work related poor mental health in the past year and stress related absences are ever increasing[2], however only 51% of organisations have a standalone Well-being Strategy for staff and less than half of organisations provide Mental Health Training[3].

We aim to be proactive in our approach to mental health and wider well-being within the organisation, and the Workforce Well-being Strategy will support with this.

THE COUNCIL'S WORKFORCE WELL-BEING STRATEGY WILL:

- **Enable the Council to deliver its vision and Well-being objectives, as set out in the Council Corporate Plan 2024-2030, 'Working with our Communities'.**

- **Embed and meet the national well-being goals as laid out in the Well-being of Future Generations (Wales) Act 2015.**

- **Support the aims set out in the Workforce Plan (2023-2028).**

THE STRATEGY WILL SUPPORT THE COUNCIL TO:

- **Attract new staff to the organisation**
- **Engage, motivate and retain staff**
- **Create a healthier working environment**
- **Lower sickness absence**
- **Improve productivity and performance within the workforce**
- **Create a more inclusive culture**

2 SECTION

THE CURRENT PICTURE

NATIONAL PERSPECTIVE

Research suggests that the following areas are national themes.

SICKNESS THEMES

- Minor illnesses, musculoskeletal injuries and mental ill health are the three top causes of short-term absence and mental ill health. Musculoskeletal injuries, acute medical conditions and stress are the most common causes of long-term absence (four weeks or more) [4].

- Stress is one of the main causes of both short and long-term absences in the UK, with 92% of respondents in large organisations reporting some sort of stress related absence over the last year[4].

- Workloads are a common cause of stress related absence, followed by management style[4]. Non work factors are also among the common causes of stress related absence, but the workplace can support staff with this via flexible working, reasonable adjustments, Occupational Health support etc[4].

COSTS TO THE ORGANISATION

- Costs from poor mental health due to absenteeism, attrition and presenteeism is up to 150 billion per year, or £5,000 per employee in the UK[5]. Positive returns from improved productivity, attraction and retention is estimated to be even larger- around 120-220 billion per year, or £4,000-£7,000 per employee[5].

- In Wales, the cost of work-related ill health is estimated to be 500 million pounds per year[6].

- Mental health problems alone are estimated to cost employers on average £1,716 per employee per year for public sector organisations[7].

STIGMA

- 56% of respondents experiencing mental ill health still feel ashamed[8].

- 1 in 3 staff with a long-term health condition have not discussed it with their employer[2].

- Only 52% said their organisation encourages staff to talk openly about mental health problems[9].

- Only 58% of those who experienced poor mental health while working at their current employer felt confident they would be supported if they disclosed this[8].

- Out of those who have taken sick leave due to mental ill-health, a huge 95% say they have given a different reason for their absence[10].

- BITC research found that 9% of staff had faced dismissal, disciplinary action or demotion after disclosing a mental health condition[11].

IMPACT ON EMPLOYEE

- 84% of staff say that they are more productive and 79% feel more creative when they have a sense of well-being[1].

- A MIND survey found that 74% said their mental health condition makes it difficult to concentrate and 51% said they found it more difficult juggling a number of tasks. Additionally 52% said it sometimes makes them put off challenging work, while 51% said it takes them longer to complete tasks. 14% said they are more likely to get into conflict with colleagues[8].

- Stress in the workplace can lead to poor motivation, workplace conflict and loss of productivity[12].

- Increased staff well-being can lead to increased morale and engagement, a healthier and more inclusive workplace culture and work life balance[12].

RCT WORKFORCE STATISTICS...

10,829
staff headcount.

80%
of staff live in the Rhondda Cynon Taf region.

Male:
25%

Female:
75%

73%
of staff are aged between the ages of 35-64

2.5%
of staff disclosed that they had a disability.
However staff equality data return rates for this question were low so this figure may be an underestimate.

1.1%
of the workforce from minority groups.
Information return rates were low so this figure may not be a true reflection of the workforce.

5.3%
average of recorded sickness absence.
Additional costs such as cover costs increase the overall costs to the organisation.

EXISTING WELL-BEING INITIATIVES OFFERED TO STAFF WITHIN THE COUNCIL

Currently in place, are a wide range of well-being support and interventions to support staff in work. These cover the four aspects of well-being- financial, mental, physical and social well-being.

We have 5 generations within our workforce and understand that staff will have different preferences in how they would like to access support. Therefore, we offer support in a wide range of different initiatives and methods of access to give staff the freedom to choose based on their preferences.

This provision is continually reviewed and therefore may change.

- **Employee Assistance Programme**
- **Occupational health unit**
- **Group, evidence-based well-being workshops**
- **Online portal**
  with guidance for staff and managers; training and development opportunities; information and support.
- **Financial education**
- **Partnerships with various organisations**
  within the community to support staff with particular concerns
- **Staff Support Networks**
- **Cost of Living newsletter**
- **Supporting national health campaigns**
  prevalent to Cwm Taf
- **Staff Benefits**
- **Leisure for Life**
  Discounted access to sports facilities across RCT
- **Reasonable adjustments scheme**
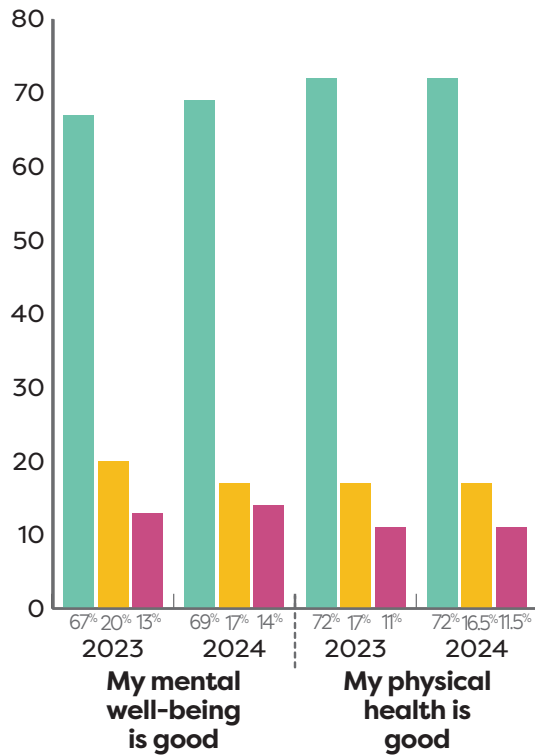- **Policies and guides**
  to support staff

STAFF VOICES

Council staff are invited to complete an annual staff survey, providing valuable insight into staff well-being, among many other factors relevant to their employment.

This survey is distributed via email to all staff with a Council email address (excluding schools and councillors) and a paper survey is mailed to staff without an email address.
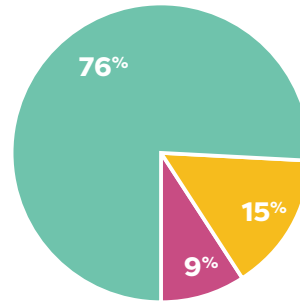
729 number of staff completed our 2024 staff survey, this can be seen below and compared with 2023 feedback whereby 998 number of staff completed.

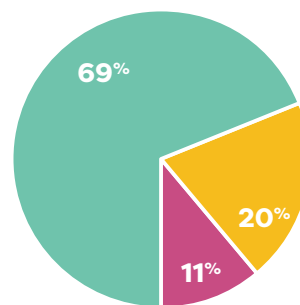### Comparison of 2023 & 2024 Staff Survey Feedback

	My mental well-being is good		My physical health is good	
	2023	2024	2023	2024
Strongly Agree/Agree	67%	69%	72%	72%
Neither Agree nor Disagree	20%	17%	17%	16.5%
Strongly Disagree/Disagree	13%	14%	11%	11.5%

I receive good support from my manager regarding well-being
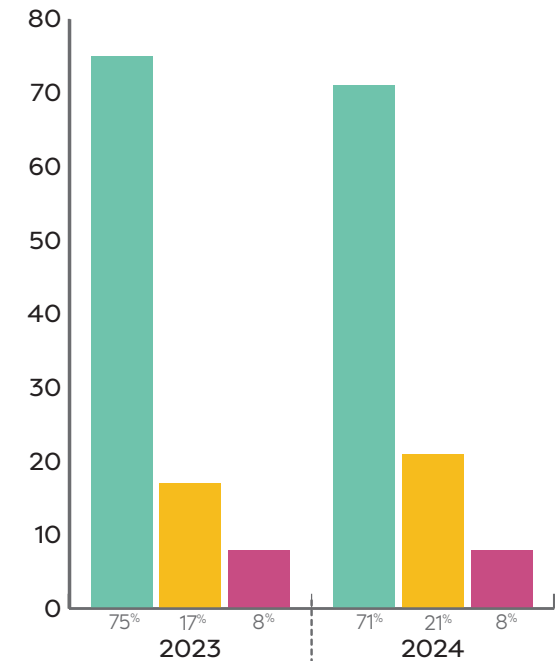
New question for 2024

76%
15%
9%

I have good financial well-being

New question for 2024

69%
20%
11%

Do staff agree that the Council is postive about health and well-being?

	2023	2024
Strongly Agree/Agree	75%	71%
Neither Agree nor Disagree	17%	21%
Strongly Disagree/Disagree	8%	8%

■ Strongly Agree/Agree   ■ Neither Agree nor Disagree   ■ Strongly Disagree/Disagree

OPPORTUNITIES AND CHALLENGES

In recent years, the Council has faced many challenges such as the pandemic and cost of living crisis, however, with this also brings opportunity to further develop and improve the well-being support offered to staff.

While it can be difficult to predict future challenges, information and reports are available to help us to address current and future concerns, as highlighted in 'the current picture' section. By addressing these opportunities and challenges, we can ensure that staff well-being continues to be a priority, whilst navigating the complexities of the modern workplace environment.

OPPORTUNITIES:

1. **Enhance staff well-being:**
   By prioritising all aspects of well-being, the strategy promotes a supportive environment where staff can feel empowered to take responsibility for their own well-being. The strategy encourages staff to engage in self care activities, and reach out for additional interventions and support when needed.

2. **Building partnerships:**
   Continue to strengthen existing partnerships and create new partnerships in our staff well-being provision to enhance our well-being provision for staff. This enables us to support staff with specific needs and issues which is becoming multi-faceted, as reflected in our communities.

3. **Enhancing relationships:**
   Create a supportive, and inclusive culture where social well-being can be nurtured which in turn will enhance a sense of fulfilment in work, and overall satisfaction with staff[12].

4. **Maintain and increase staff productivity:**
   Implementing appropriate well-being initiatives and support and involving these as the need changes, can help to maintain and increase productivity and motivation levels among staff[11,12]. This is beneficial both to the organisation and the staff themselves.

5. **Reducing sickness absence:**
   By prioritising staff well-being, absenteeism and presenteeism can be reduced, maximising attendance and in turn, lowering costs to the organisation[5].

6. **Enhanced reputation:**
   By implementing our Workforce Well-being Strategy, we demonstrate that we are an employer who genuinely cares for staff well-being and hope to be further recognised as this[13].

7. **Retention and recruitment:**
   By demonstrating our commitment to staff well-being, this can lead to enhanced staff retention and recruitment, ensuring continuity of service delivery[13].

CHALLENGES:

1. **Stigma towards well-being:**
   Addressing and overcoming the stigma that is still associated with mental health and well-being is crucial for promoting a healthy work environment[8,10].

2. **Culture:**
   Engagement with staff has demonstrated that not all staff are having a positive experience at work due to some harassment and discrimination in the workplace, particularly relating to ethnic minority colleagues and staff with disabilities[14]. Therefore, we must ensure that well-being initiatives are inclusive and effective for all staff across the organisation and that we put a greater focus on creating an inclusive culture across the organisation.

3. **Life expectancy and health projections within RCT and the wider Wales:**
   With an ever-increasing population, projections of health are predicting an increased prevalence in strokes (33%+ by 2035), cancer (25%+ by 2040), diabetes (22%+ by 2036) and dementia (70%+ by 2040) in Wales. As the majority of our staff live in Wales, we must consider the impact of this on our staff and ensure we have the appropriate interventions and resources to support them.

4. **Socio-economic challenges:**
   We are supporting staff to mitigate the impact of socio-economic challenges, such as the cost-of-living crisis, and financial challenges that the Council is currently facing by raising awareness on staff well-being, managing change and financial stability.

5. **Care Responsibilities:**
   Supporting staff with additional caring responsibilities to remain in work.

6. **Managing workloads:**
   We acknowledge that workloads can impact on staff wellbeing, and while workload adjustments may not always be possible, we aim to provide flexible, accessible support for staff. This includes offering resources that staff can access around their schedules and which support work life balance. We additionally aim to continue to develop our manager training to increase the awareness of the importance of staff wellbeing.

4 SECTION

OUR WELL-BEING APPROACH

Our Workforce Well-being Strategy sets out our vision and aims for staff well-being, our key areas of focus including our approach and how RCT Council will seek to measure success.

4 ELEMENTS OF WELL-BEING

Our Strategy integrates the following four key elements which make up holistic well-being.
We aim to promote these and empower staff to take responsibility for each of the four elements of their own well-being. As an organisation, we then aim to build on that and offer support and interventions for each element that staff can access when they need too.

MENTAL WELL-BEING

Creating a culture of openness and understanding around mental well-being, where staff are empowered to be resilient, take care of themselves and achieve their potential, ultimately leading to life satisfaction and overall happiness.

SOCIAL WELL-BEING

Encourage the building and nurturing of collaborative, professional relationships across the organisation. This includes with leadership, to create a genuine community and sense of belonging within RCT.

4 ELEMENTS OF WELL-BEING

PHYSICAL WELL-BEING

Facilitate a work environment, through education and open discussion, where health is a priority. This includes exercise, nutrition, sleep, environment, and work conditions. This helps to prevent illness and injury as well as enables staff to function at an optimal level.

FINANCIAL WELL-BEING

Promote financial education and support to help staff to be financially secure, including benefits for staff and positive, fair employment practises such as job security. Additionally avoiding insecure contracts, whilst also meeting the needs of the organisation.

CORE DRIVERS

Our core drivers identify the mechanisms of how we are going to achieve staff well-being.

1. SELF CARE...

Everyone has a responsibility to look after their own well-being, and as an employer we can empower staff to take responsibility for practising healthy lifestyle choices and self-care which promote mental, physical, social, and financial well-being.

2. SUPPORTING PEOPLE...

Supporting staff involves providing a range of resources, services, and interventions to meet the diverse needs of our staff. By doing this, we can help staff thrive both personally and professionally.

3. LEADERSHIP AND MANAGEMENT...

Leadership and management play a crucial role in creating an environment that fosters staff well-being. It involves equipping leaders and managers with the skills, knowledge, and tools to support their teams effectively, as well as empowering them to champion well-being in their practises.

4. STANDARDS/GOVERNANCE...

Standards and governance refer to the policies, procedures, and guidance which contribute to managing staff well-being within the organisation. It involves ensuring compliance with legal requirements, establishing best practices, and holding stakeholders accountable for upholding standards relating to staff health and safety.

OUR GOALS

1 Create a positive, open culture for staff to thrive in a healthy working environment.

2 Help staff to keep healthy, active, and well through learning, using local spaces, leisure, and local creative opportunities.

3 Ensure that well-being is seen as everyone's responsibility within RCT staff workforce.

4 Facilate an environment where staff can continue to maintain and develop resiliance.

5 Develop our reputation as an employer who is recognised as one who cares for their staff well-being.

6 Continue to ensure well-being is a priority in the strategic planning for RCT staff.

7 Continue to develop and strengthen partnerships that support the needs of our staff well-being.

HOW WE ARE GOING TO ACHIEVE OUR STRATEGY

Our approach ensures that we factor in vital conditions in order to meet our well-being goals for staff.

Well-being therefore needs to be championed at all levels and embedded into all our practises at RCT, improving our standards, practises and interventions and being prevention focussed. In order to achieve the 4 elements of well-being , there are a number of factors highlighted below that support staff well-being.

Education:
Ensure that staff have access to learning and development on various well-being topics such as mental health, work life balance and stress. This can empower staff to make informed decisions about their health and seek support when needed.

Well-being Culture:
Cultivating a culture of well-being involves shifting organisational norms, values, and behaviours to prioritise health and happiness. It requires leadership commitment and recognition of the importance of well-being in driving organisational success.

Communication:
Effective communication is essential for ensuring that staff are aware of available well-being resources, initiatives, and support services. Being such a large organisation with varying roles and sectors, it is important that we have clear, accessible communication channels which is central to our strategic approach to well-being.

Measuring Success:
Measuring success involves ensuring that the effectiveness of our well-being interventions are being measured and monitored. This involves collecting and analysing data related to staff well-being and engagement to understand the impact of interventions and make data-driven decisions.

MEASURING SUCCESS

MENTAL WELL-BEING

Culture Change

OUR WELL-BEING APPROACH:
- Self Care -
- Supporting People -
- **Leadership and Management** -
- Standards/Governance -

SOCIAL WELL-BEING

PHYSICAL WELL-BEING

Communication

FINANCIAL WELL-BEING

Education

●–▶ Our Elements of Well-being   ●–▶ Our Core Conditions

The actions we are going to take, incorporating each of the core drivers, in order to address staff well-being, and achieve our desired goals:

SELF CARE

- Empower staff to take responsibility for their own health and well-being whilst feeling confident that support will be available and easily accessible if needed.
- Celebrate the diversity of our staff, encourage individuality and champion well-being and inclusion.
- Continue to update and develop the well-being booklet and staff resources to promote self care and individual responsibility for our Well-being.
- Raise awareness on prevalent health issues Nationally and in the Cwm Taf region.
- Utilise partnerships for signposting to appropriate support where needed.

SUPPORTING PEOPLE

- Review and develop the well-being initiatives offered to staff.
- Continue with Occupational Health and well-being Unit support and tailored interventions with a focus on reducing sickness absence. We aim to provide impactful support in line with our workforce profile and tailored to what people need.
- Ensure that our initiatives are what staff need through sound research and data. This includes the staff survey, ensuring that we give staff a space to voice their thoughts and opinions.
- Continue to maintain and develop partnerships with relevant external organisations to improve staff well-being and support.

LEADERSHIP & MANAGEMENT

- Embed staff well-being discussions into processes such as induction, performance reviews and return to work conversations.
- Enhance leadership and management training to include well-being to ensure managers understand the links between well-being, performance and safety. For example, 'Avoiding Employee Harm'.
- Training managers in how to effectively support staff with differing health needs.
- Promote well-being, particularly in frontline staff by going out to the service areas.
- Develop the Occupational Health system so managers can refer staff directly for support.
- Embedding staff well-being throughout all processes including on boarding/ induction.
- Support Managers to make appropriate and effective referrals to the Occupational Health Unit.

STANDARDS/ GOVERNANCE

- Develop policies to ensure well-being is at the forefront of these.
- Continue to update policies that impact well-being as appropriate.
- Ensure our Workforce Well-being Strategy continues to align with other RCT documents as they are developed, such as the Workforce Plan and Corporate Plan.
- Develop staff survey questions relating to staff well-being to give further detail and gain more in depth feedback which can be utilised to influence and improve our well-being provision offered to staff.

5 SECTION

HOW DO WE KNOW WHAT WE HAVE ACHIEVED?

Success can be measured in different ways. Therefore, we will be using a mixture of qualitative and quantitative methods to measure the impact of our approach to well-being.

By doing this, we hope to achieve a holistic approach to workforce well-being where the staff are more engaged, productive and satisfied, contributing to Rhondda Cynon Taf's success as a Council.

HARD OUTCOMES:

- Observe increased usage of the Employee Assistance Programme.
- Analyse the topics accessed through the Employee Assistance Programme to tailor support resources effectively.
- Utilise CORE (Clinical Outcomes in Routine Evaluation) to assess and enhance the effectiveness of Counselling services provided.
- Track and observe reduced sickness absence rates among staff.
- Utilise staff surveys to measure and improve self-reported well-being indicators.
- Measure staff retention rates and see improvements as a result of enhanced well-being initiatives.
- Monitor workplace accidents and safety incidents in the workplace and observe reductions to assess safety of working environment.

SOFT OUTCOMES:

- Foster a culture of support and collaboration, leading to continued strengthening of interpersonal relationships among staff, including between staff and management.
- Enhance staff well-being to positively impact performance, satisfaction and productivity levels within the organisation.
- Strengthen the organisation's reputation as an employer that prioritises and actively supports the well-being of its staff.
- Maintain and improve staff morale and overall job satisfaction, leading to a more positive and fulfilling work environment.
- Maintain and develop staff's ability to cope with challenges and bounce back from adversity, contributing to a resilient workforce.
- Foster an environment that promotes innovation and creativity by supporting staff well-being, leading to innovative ideas and ways of working.
- Extend the positive effects of staff well-being initiatives to the broader community, fostering a sense of social responsibility and community engagement.

DELIVERY AND MONITORING

The Workforce Well-being Strategy will be delivered through related plans such as the Workforce Plan, the Equality Plan and the Human Resources Delivery Plan.

Monitoring will occur annually through a position statement alongside the Workforce plan, providing progress towards meeting the Workforce Well-being Strategy goals. The Strategy will be reviewed and updated as relevant, to ensure that it continues to align with the overall Council's vision and goals.

RESPONSIBILITY

Our Workforce Well-being Strategy needs to be embedded throughout the organisation, and ensuring our well-being goals are met is a collective responsibility that involves various stakeholders within the organisation.

1. **Staff:**
   Staff themselves have a responsibility for their own well-being. Staff should actively engage with available resources, participate in well-being activities, and provide feedback about their needs and preferences.

2. **Managers and Supervisors:**
   Frontline managers and supervisors have direct interactions with staff and therefore have a responsibility to foster a supportive work environment. They can identify their staff needs, facilitate access to resources, and create open communication about well-being.

3. **Leadership and Management:**
   Senior leadership and management teams play a crucial role in championing well-being and engaging with and supporting the well-being initiatives offered. This will help to create a culture that prioritises staff well-being.

4. **Human Resources (HR) Department:**
   HR professionals play a central role in coordinating and implementing policies and procedures across departments as well as providing resources and support and ensuring compliance with relevant regulations.

5. **Occupational Health Team:**
   The occupational health team plays a vital role in promoting and maintaining staff well-being by providing health assessments, advising on workplace adjustments, and supporting individuals with health-related challenges. They contribute expertise in managing health risks and promoting overall wellness in the workplace.

6. **Other relevant teams:**
   Other relevant teams such as Diversity & Inclusion and Health & Safety, have a responsibility for staff well-being by ensuring that policies, practices, and initiatives are inclusive and equitable for all staff. They focus on creating a supportive and respectful work environment where diversity is valued, and everyone has equal opportunities for success.

7. **External Partners:**
   Collaborating with external partners such as community organisations can enrich our well-being initiatives and support us to contribute to community well-being. These partnerships can provide access to specialized expertise, resources, and support services relevant to the needs of staff.

IN SUMMARY...

...achieving well-being goals requires a collaborative effort involving many different stakeholders.

By fostering a culture of shared responsibility and commitment to staff well-being, we can create an environment where everyone plays a part in accomplishing and sustaining the positive outcomes that we aim to achieve through our Workforce Well-being Strategy.

6 SECTION

DEVELOPING THE STRATEGY

In addition to the Well-being of Future Generations (Wales) Act 2015 and the Council's Corporate Plan 2024-2030 'Working with Communities' we have used the following information to develop this Workforce Well-being Strategy.

Dewch i siarad RhCT Let's talk RCT

STAFF SURVEY AND CONSULTATION DATA...

To understand the current and future well-being needs of staff.

CWM TAF MORGANNWG WELL-BEING PLAN 2023-2028...

To shape the well-being strategy in line with the wider Cwm Taf plans for staff well-being, ensuring our aims and goals align.

WORKFORCE PLAN 2023-2028...

To guide the entire strategy including its aims, delivery, and monitoring.

STRATEGIC EQUALITY PLAN 2019...

Objectives 'to create an inclusive workforce' were used to guide the well-being strategy aims, ensuring equality was integral to the well-being strategy.

As well as other ther relevant external workforce information and insights.

7 SECTION
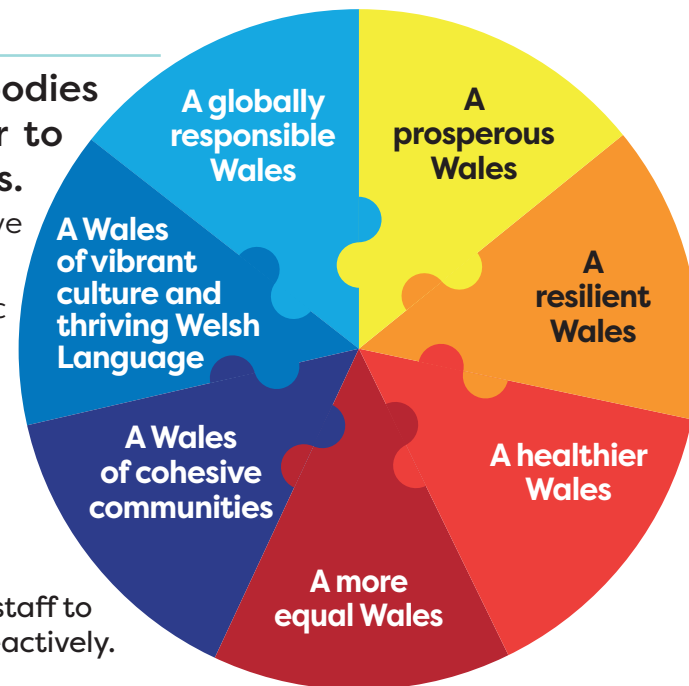
THE STRATEGY'S ALIGNMENT

Our Workforce Well-being Strategy aligns to the Well-being of Future Generations (Wales) Act 2015 and Council's Corporate Plan (2024-2028).

WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015

The Well-being of Future Generations (Wales) Act 2015 requires public bodies in Wales to consider the long-term impact of their decisions, in order to improve social, cultural, economic and environmental well-being in Wales.

The Act has seven well-being goals which public bodies must work to achieve. These have embedded these into our Strategy.

This Workforce Well-being Strategy was developed using the five ways of working for Public Bodies as stated in the Council's Corporate Plan and Well-being of Future Generations Act:

A globally responsible Wales

A prosperous Wales

A resilient Wales

A healthier Wales

A more equal Wales

A Wales of cohesive communities

A Wales of vibrant culture and thriving Welsh Language

TAKE ACCOUNT OF THE LONG TERM:
In line with the Workforce Plan, this strategy is until 2028 and balances the short term needs with the long term needs of the organisation.

HELP TO PREVENT PROBLEMS OCCURRING OR GETTING WORSE:
Our well-being strategy is very proactive and prevention focussed, aiming to support staff to look after themselves generally and seek support before the need arises to respond reactively.

TAKE AN INTEGRATED APPROACH:
We take into account the objectives and aims of other relevant public body documents in order to ensure a joined-up approach to well-being within RCT and across Wales.

COLLABORATE WITH PEOPLE WHO COULD HELP THE ORGANISATION TO MEET ITS WELL-BEING OBJECTIVES:
Teams within the wider organisation, as well as collaboration with external partnerships, support to implement, and review the strategy, as well as provide staff with the most effective support.

INVOLVE PEOPLE WITH AN INTEREST IN ACHIEVING THE WELL-BEING GOALS, AND WHO REFLECT THE DIVERSITY OF THE AREA:
In line with the Workforce Plan, this strategy is until 2028 and balances the short term needs with the long term needs of the organisation.

THE COUNCIL'S CORPORATE PLAN

The Workforce Well-being Strategy also aligns with the Council's Corporate Plan 2024-2030 'Working with Communities' which lays out the vision and objectives of the Council.

Our four well-being objectives and our priorities can only be delivered by a well run Council.

This means a Council that has a positive organisational culture, that values its staff, manages its resources sustainably and wisely and looks to continually improve what we do to have the biggest impact for residents.

The Council's vision is:

All people, communities, and businesses can grow and live in a healthy, green, safe, vibrant, and inclusive County Borough where they can achieve their full potential in all aspects of their lives and work, both now and in the future.

Our committment to staff:

Provide equality of opportunity for all...
so that staff feel valued and can reach their full potential.

The four well-being objectives are:

PEOPLE & COMMUNITIES
Supporting and empowering RCT residents and communities to live safe, healthy, and fulfilling lives.

WORK & BUSINESS
Helping to strengthen and grow RCT's Economy.

NATURE & THE ENVIRONMENT
A green and clean RCT that improves and protects RCT's environment and nature.

CULTURE, HERITAGE & WELSH LANGUAGE
Recognising and celebrating RCT's past, present and future.

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