

MENTAL HEALTH



LIFESTYLE CHOICES



PHYSICAL HEALTH



# HEALTH & WELLBEING STRATEGY

2023 - 2026

EDUCATION



RESOURCES



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## WHAT IS A HEALTHY WORKPLACE & LEARNING ENVIRONMENT?

**The Corporate Health Standard  
defines a healthy workplace and  
learning environment as:**

- A place where health risk is recognised, and controlled where possible.
- A place where work and study design is compatible with people's health needs and limitations.
- An environment that supports the promotion of healthy lifestyles.
- A place where employees and employers recognise their responsibilities for the health and wellbeing of colleagues and learners.



# INTRODUCTION

1.1

The aim of the Strategy is to integrate health & wellbeing into the day-to-day activities of the whole College community by enabling a positive and healthy environment. As an employer of choice we recognise that supporting the wellbeing of colleagues and learners is paramount to achieving higher levels of performance and the overall success of the College. We are committed to ensuring this strategy applies equally to both and that each individual can access a tailored pathway.

1.3

A number of complementary policies\*\*, procedures and innovative practices are already in place to support wellbeing and this strategy aims to further build on good practice to ensure a proactive, inclusive and innovative approach to promoting and protecting health and wellbeing eg:

- Health & Safety Policies
- People Policies
- Professional Learning - CPD Commitment
- Additional Colleague Support at Coleg Cambria (ASSCC) programme
- Employee Engagement Programme
- Health and Wellbeing Portal
- Annual programme of wellbeing activities
- Active Cambria
- Wellbeing Hubs
- Joint Agreement on the Management of Change where possible

\*\*All policies can be accessed from the Happeo homepage (Homepage > Quick links > College policies)

1.2

As part of the Wellbeing of Future Generations (Wales) Act 2015\* public bodies in Wales must consider the long-term impact of their decisions, to work better with people, communities and each other, and to prevent persistent problems such as health. The Health and Wellbeing Strategy supports Coleg Cambria's Future Generation Plan, specifically the Healthier Wales wellbeing goal where:

*'a society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood'.*

\* <https://www.futuregenerations.wales/>

1.4

An underpinning principle of this strategy is to encourage and enable colleagues and learners to take responsibility for their own health and wellbeing through a supported self-help approach.



# AIMS



## This strategy will help the College to:

- Provide a consistent experience for both colleagues and learners across all sites at Coleg Cambria.
- Provide opportunities for learners to achieve their goals.
- Improve the attendance, recruitment and retention of both learners and colleagues.
- Increase the morale and motivation providing a healthier, happier community.
- Provide knowledge of health and wellbeing topics for all.
- Appropriate signposting of services to colleagues and learners.
- Enhance learner and colleagues engagement.
- Enhance work life balance and improve resilience for learners and colleagues.
- An improved environment for the College community.
- Improved commitment, reliability and energy for colleagues to deliver the College's aims and objectives.
- Fewer workplace accidents.



To enable the monitoring and completion of milestones the strategic plan is sectioned into 5 key themes. However, The College is aware of intersectionality, interdependence and overlapping nature of the themes. This is the basis to positive health and wellbeing.



Coleg Cambria's Health and Wellbeing Strategy is split into 5 specific streams namely:

**Mental Health**

**Physical Health**

**Lifestyle Choices**

**Resources**

**Education**

# AIMS



The objective for each stream is as follows:



## MENTAL HEALTH

- To provide information, advice and guidance.
- To provide a range of resources that enable self-help.
- To challenge the stigma associated with mental ill health by working with external and internal stakeholders.
- To provide support and encouragement that develops and maintains good mental health for all.
- To work in partnership with services and specialist agencies to support both learner and colleagues mental health, for example CAMHS.



## RESOURCES

- To provide the necessary physical resources for learners and colleagues relating to health and wellbeing eg flu vaccinations & well-person clinics.
- To provide the necessary human resources for learners and colleagues relating to health and wellbeing eg. trained, specialist wellbeing colleagues, mental health first aiders.
- To provide the necessary time resources for learners and colleagues relating to health and wellbeing eg. CPD days, wellbeing programme attendance.
- To ensure the built environment continues to support and reflect the delivery of the health and wellbeing agenda.
- To ensure our progressive health and safety policies support both colleagues and learners with their health and wellbeing.



## PHYSICAL HEALTH

- To provide opportunities for both colleagues and learners to engage in physical activities on all sites through Active Cambria initiatives.
- To share information to support the benefits of an active lifestyle for colleagues and learners.
- To encourage colleagues and learners to participate in activities that support good physical health.



## EDUCATION

- To provide informative, educational sessions on a variety of health and wellbeing topics for all colleagues and learners to attend to increase their knowledge and to assist in making informed choices about personal health and wellbeing.
- To provide the resources and information that supports a proactive person to person approve eg: management tools, learner graduated approach.



## LIFESTYLE CHOICES

- To provide and promote health and wellbeing educational materials for colleagues and learners to enable individuals to make informed lifestyle choices.
- To provide support on an individual basis relating to a healthy lifestyle.

# CULTURAL INTELLIGENCE

The college values underpin the ethos of the Health and Wellbeing strategy, encouraging a positive college culture:-

1

## Showing honesty and integrity

Transparent, open and honest communication that provides clarity, creates trust and positive working relationships and recognises that everyone has an equal voice.

6

## Being a community

Building bridges so we connect within and with our local communities to collaborate on our shared interests, actively contributing to the economic, societal and environmental sustainability of our local communities.

2

## Respected & being valued

Everyone matters. Their contributions and efforts are recognised and appreciated.

7

## Being excellent and inspirational

Showcase and develop the knowledge and skills of our people to inspire others and strive for excellence.

3

## Being kind and supportive

Mindful of others, approachable and prepared to share best practices and support. A positive force, creating a culture of encouragement.

8

## Encourage and motivate to develop

Support people to realise their potential by breaking down barriers and creating opportunities.

4

## Working with others

To create a collaborative approach to problem solving and improvement by sharing good practice. Supporting one another to succeed and bring about positive development for the college and its partners.

9

## Being passionate

Caring deeply about our work and being driven by our mission to push the limits and succeed, inspiring the same in others.

5

## Feeling equal and inclusive

Make people feel valued by creating a sense of belonging, developing opportunities for all and promoting and valuing diversity.

10

## Being innovative

Create opportunities and improve ways of working by harnessing people's creativity. Innovate and adopt new solutions and ideas without fear. Embracing change to do things better in a changing world.

# IMPLEMENTING THE STRATEGY

**A Wellbeing Action Plan will be developed in conjunction with the Wellbeing Strategy Group to deliver the Strategy.**

This will be a dynamic document with clear lead responsibilities assigned to each area of delivery.





[WWW.CAMBRIA.AC.UK](http://WWW.CAMBRIA.AC.UK)

If you would like further information on our Health & Wellbeing Strategy 2023-26,  
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