

HR Committee

7th March 2019



Report of: Director: Workforce and Change

Title: Time to Change

Ward: N/A

Officer Presenting Report: Mark Williams (Head of HR)

Contact Telephone Number: (0117) 922 2000

Recommendation

That the HR Committee notes the report and endorses the Action Plan.

Summary

We have set a challenging and ambitious pace to become a council that people are proud to work for and which delivers its priorities. The Organisational Improvement Plan sets out the actions we are already taking and the actions we plan to take to support our transformation journey. One of the six workforce themes within the Organisational Improvement Plan is health and wellbeing, and Time to Change supports the first set of actions to progress this theme.

The significant issues in the report are:

- • That the Council signed the Time to Change Pledge on 6th February 2019.



Policy

1. One of the six workforce themes within the Organisational Improvement Plan is health and wellbeing, and Time to Change supports the first set of actions to progress this theme.

Consultation

2. **Internal**
Public Health, Organisational Development and Internal Communications.
3. **External**
Time to Change.

Context

4. Time to Change is a national organisation funded by the Department of Health and Social Care, National lottery and Comic Relief. The purpose of Time to Change is to challenge attitudes towards mental health and ensure that people who have a mental health problem are not discriminated against.
5. Since it began in 2007, Time to Change has attracted over 900 employer signatories across the UK. These are organisations that have made a public declaration that they have a plan to ensure that mental health stigma is challenged within their places of work.
6. Within Bristol, signatories include the University of Bristol, University Hospitals NHS Foundation Trust and University of the West of England.
7. The impact of the national Time to Change work has been significant; national surveys show the overall attitude trend between 2008 and 2016 was positive with a 9.6% change - an estimated 4.1m people with improved attitudes. Time to Change also report that people's willingness to live with, work with and continue a relationship with someone with mental health problems has improved by 11%.
8. In February 2018, the national Time to Change campaign announced the launch of four new local hubs, of which Bristol was one. The Time to Change hub Bristol is made up of the partners (Bristol City Council, Bristol Independent Mental Health Network (BIMHN), Wellbeing Initiative CIC, Rethink Bristol) and is supported by employers, unions, universities, the police and the NHS. Cllr Craig, speaking at the Hub event, described how "working together as a city and using the expertise and support offered by the national Time to Change campaign we believe we can make great progress towards Bristol becoming a city free from stigma and discrimination around mental health."
9. BCC is a member of the Bristol Hub, and became signatory to Time to Change on 6th February 2019. The pledge enables the Council to demonstrate its ongoing commitment to the mental health of its employees and our own role within the Thrive Bristol programme and as a member of the Bristol Time to Change Hub.

10. Bristol City Council has been working to ensure that employees have access to good mental health support (Occupational Health and Employee Assistance Programme) and employees and managers have access Mental Health First Aid Training. Good progress has been made and the new Organisational Improvement Plan has a clear commitment to further support employee health and wellbeing.
11. Actions included in the plan are ambitious; they will be delivered over time within existing resources and campaigns. Teams (e.g. HR, OD, Learning and Development) will work together to achieve the aims of this work as part of the Organisational Improvement Plan. This will also help to integrate health and wellbeing considerations into “normal” daily practice.
12. The action plan content will be delivered on an ongoing basis with a regular update to the Executive Team on progress as part of the health and wellbeing plan, part of the Organisational Improvement Plan.
13. It is anticipated that Time to Change will ask for an annual update on progress with our action plan after the first year has passed. The Bristol Time to Change Hub will be an excellent way of sharing our plans and learning about what others in the city are doing to support mental wellbeing.
14. An engaged, healthy and supported workforce will have an impact on the quality of service that we provide to citizens and help achieve the corporate strategy priorities.

Proposal

15. That the HR Committee notes the report and endorses the Action Plan.

Other Options Considered

Not applicable.

Risk Assessment

Not applicable as this report is for information only.

Public Sector Equality Duties

- 16a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
 - i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
 - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --

- remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
- tackle prejudice; and
 - promote understanding.

16b) An Equality Impact Assessment has not been completed in relation to this report. However, the delivery of the action plan will support the council to become a more diverse and inclusive organisation.

Legal and Resource Implications

Legal

“There are no specific legal implications arising from the recommendations in this report. The action plan sets out specific objectives on which action will need to be taken to ensure the pledge is fulfilled.”

Advice provided by Husinara Jones (Lawyer), 6th December 2018

Financial

(a) Revenue

“There are no financial implications and this work is covered within existing resources and funding allocated for the organisational improvement plan.”

(b) Capital

Not applicable.

Advice provided by Kevin Lock (Finance Manager), 10th December 2018

Land

Not applicable.

Personnel

“Improving the Wellbeing of our workforce is a key organisational priority and becoming a Time to Change accredited employer is a key element of this work.”

Advice provided by Mark Williams (Head of HR), 26th February 2019

Appendices:

A Time to Change Employer Pledge Action Plan

Background Papers:

None.