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| **Briefing note** | **Build my Resilience – Status Update** |
| **Author**  | Mary Lamont |
| **Job Title** | Head of People & Talent |
| **Date** | 11 June 2020 |

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| **Supporting personal resilience –** **March to June 2020** |
| Wellbeing WednesdaysAll about Personal Resilience and Health & WellbeingVirtual presentations by Dawn Aunger and volunteers from the World Class Manager Forum, supported by Mary Lamont and reaching out to up to 250 attendees weekly.Every Wednesday at 11am to 11.45amOpen to all – Virtual via Teams - Booking via Learning & CareersThemes have included – building your personal resilience, building team resilience, H&F CAN & Shield and managing anxiety. Future themes will include managing bereavement and the impact of COVID on Welfare & Benefits. |
| Resilience CornerWellbeing tools and reading material including (but not exhaustive):* [Try this positive emotional wellbeing action plan](file:///C%3A%5CUsers%5Ckl19%5COneDrive%20-%20Office%20Shared%20Service%5CDesktop%5CCoronavirus%5CWellbeing%5CPositive-emotional-well-being-action-plan.pdf)
* [What's your Resilience Quotient?](https://officesharedservice.sharepoint.com/sites/intranet/hf-chiefexecutive/Pages/Whats-your-Resilience-Quotient.aspx)
* [Stress: the contagion we can control](https://officesharedservice.sharepoint.com/sites/intranet/hf-chiefexecutive/Pages/STRESS-THE-CONTAGION-WE-CAN-CONTROL.aspx)
* ​​​[Strategies for replenishing your energy](https://officesharedservice.sharepoint.com/sites/intranet/hf-chiefexecutive/Pages/STRATEGIES-FOR-REPLENISHING-YOUR-ENERGY.aspx)
* [Become a resilient leader](https://officesharedservice.sharepoint.com/sites/intranet/hf-chiefexecutive/Pages/Resilient-leader.aspx)
* ​[What your colleagues need right now is compassion](https://officesharedservice.sharepoint.com/sites/intranet/hf-chiefexecutive/Pages/WHAT-YOUR-COLLEAGUES-NEED-RIGHT-NOW-IS-COMPASSION.aspx)
* ​​​​[HBR: Break the Cycle of Stress and Distraction by Using Your Emotional Intelligence](https://officesharedservice.sharepoint.com/%3Ab%3A/r/sites/intranet/hf-chiefexecutive/Intranet%20Documents/Break%20the%20cycle%20of%20stress%20and%20distratction.pdf?csf=1&web=1&e=UvTDAv)
* [HBR: The discomfort you're feeling is grief](https://officesharedservice.sharepoint.com/sites/intranet/hf-chiefexecutive/Intranet%20Documents/Forms/AllItems.aspx?id=/sites/intranet/hf-chiefexecutive/Intranet%20Documents/Emotional%20Intelligence%20-%20that%20discomfort%20you%27re%20feeling%20is%20grief%20HBR%20article.pdf&parent=/sites/intranet/hf-chiefexecutive/Intranet%20Documents)
* ​[Budgeting in uncertain times](https://officesharedservice.sharepoint.com/%3Ab%3A/r/sites/intranet/hf-chiefexecutive/Intranet%20Documents/BudgetinginUncertainTimes.pdf?csf=1&web=1&e=V0OWND)
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| Wellness Support (Occupational Health) & Employee Assistance Programme* Drop in sessions on demand
* Support for staff and providers who are coping in a Covid landscape, particularly those who are working with Care Homes.
* Group Counselling
* Rapid Response Critical Incident Hotline
* Support with return to the workplace risk assessments
* Presentation on managing anxiety (Dr Sophie Jukes)
* Virtual webinars offering support on a diverse range of options
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| Health & Wellbeing tools and initiatives posted on our pages include:* Beat the boredom with ChatterPack a website, created by NHS worker Claire Ryan, full of links to free resources which can help you beat the boredom
* ​[Try these ​fun science activities for kids at home](https://officesharedservice.sharepoint.com/sites/intranet/hf-chiefexecutive/Pages/Simple-science-activities-at-home.aspx)
* ​[Action for Happiness](https://www.actionforhappiness.org/calendars): A monthly calendar packed with daily activities to keep you and your loved ones busy during social distancing. For all ages.
* Mind charity have developed [a page full of puzzles and activities](https://www.mind.org.uk/need-urgent-help/how-can-i-distract-myself/games-and-puzzles/) to keep your brain active.
* [Good thinking](https://www.good-thinking.uk/): provides digital mental wellbeing support​. This includes free NHS-approved apps to help you deal with stress, anxiety, low mood and poor sleep.
* [NHS One You](https://www.nhs.uk/oneyou/): An app developed by the National Health Service (NHS) to help you manage and maintain your mental health. ​
* [Mental Health Foundation](https://www.mentalhealth.org.uk/coronavirus): ​How to look after you​r mental health during the Coronavirus outbreak
* [Big White Wall](https://www.bigwhitewall.com/): Commissioned by over 120 organisations globally, this online service provides access to millions with anxiety, depression and other common mental health issues.
* Help for Heroes field guides
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| **Corporate Comms**Topics include (but not exhaustive):* Re-launch of the Cycle to Work Scheme
* COVID-19 - frequently asked questions
* Recovery – frequently asked questions
* Initially daily comms, reduced to twice weekly
* H&F Heroes
* [Re-opening of schools: guidance for working parents and carers](#a)
* [Health and safety guidance for working from home](#b)
* [Mental Health Awareness Week: 18-24 May](#a)
* [Have you had a COVID-19 test?](#b)
* [Global Accessibility Awareness Day – know the rules!](#b)
* [It’s International Nurses’ Day](#a)
* [How to use Teams to get the most out of your meetings](#b)
* Re-launch of all staff suggestion scheme
* Mindfulness sessions (weekly) – all staff
* Yoga sessions
* Access to on-line modules targeting health & wellbeing
* Launch of health & wellbeing plan
* Access to on-line support via the Employee Assistance Programme including WFH, working parents, managing stress and anxiety
* Happy Calendar
* Relaunch Cycle to Work Scheme
* Risk assessments – Working from home and returning to work
* DSE assessments and guidance on working from home safely
* Track & Test
* Pride Week
* Leaders messages to staff (and video)
* Chief Executive’s messages to staff
* Promotion of e-learning modules – learning from home
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| **Manager Comms & Support*** Separate comms out to all managers on specific issues for example Recovery, Risk Assessments, etc
* Manager Assist via EAP
* Coaching from Solace for 3 senior leaders responsible for C19
* Resilience statistics to SLT and Gold – showing attendance, sickness, leave, numbers of staff working in the borough – now twice weekly
* Recovery toolkit
* Health & Wellbeing Plan
* Supporting bereavement
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| **Trades Union Support*** Weekly forums with TU colleagues
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| **H&F Way*** Engaging staff voice and ideas through H&F Way Working Groups
* Appraisal lite launched via ideas around recognition
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| **Knowledge sharing across London Councils*** Sharing best practice and ideas via the London Heads of HR group x3 week and London Heads of OD Group
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| **Regular Forums via Teams with interactive chat*** Leadership forums – Assistant Director and above
* Manager forums – Heads of Service and above
* World Class Manager forums – All managers
* Wellbeing Wednesday – all staff
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