

Developing Inter-Organisational Networks and Improving Team Wellbeing

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Key Lessons

1

Compare, contrast, and share with other similar organisations

2

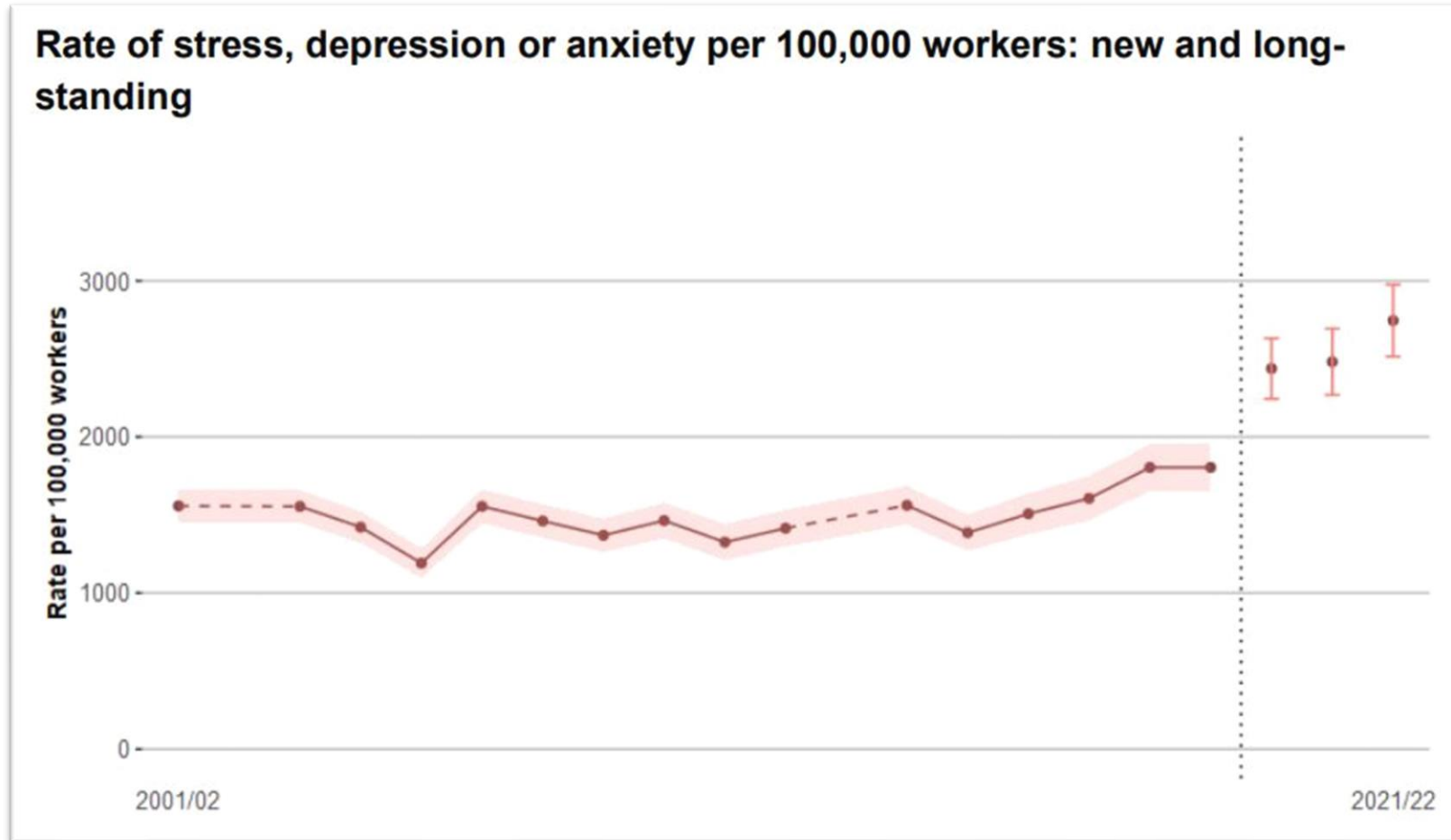
Respond to the **new hybrid working model**, e.g. adopt the Wellbeing Work Day Initiatives

3

Bring wellbeing to the **team level** to address diversity

Staff Wellbeing Statistics

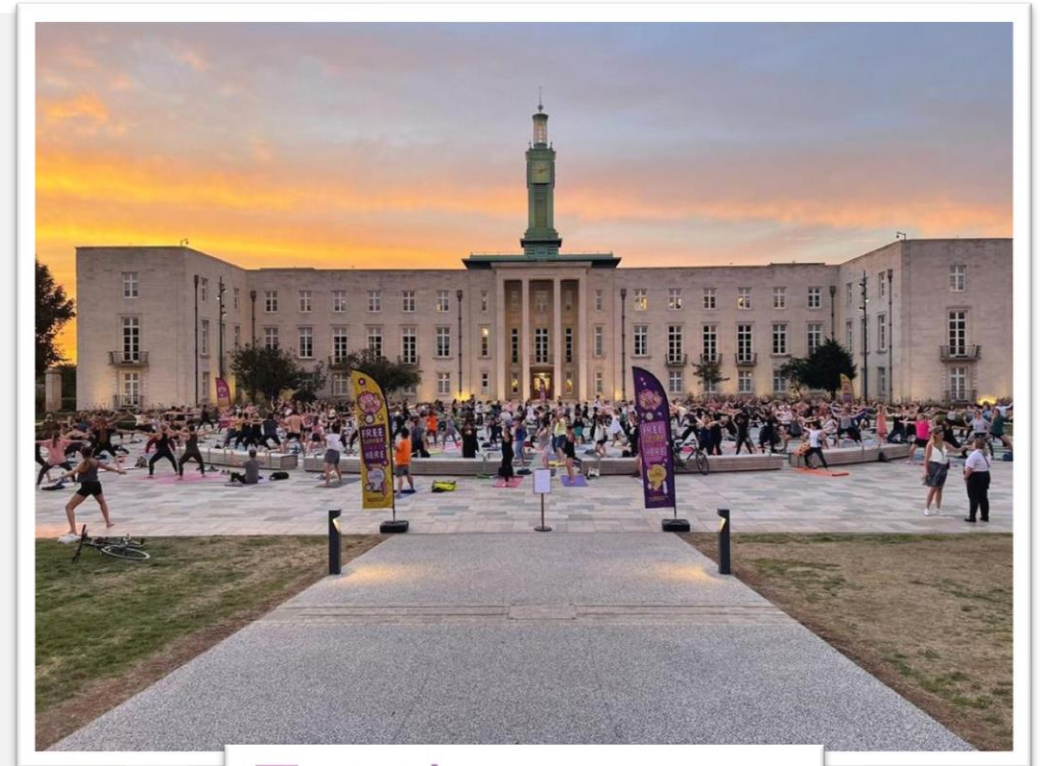
Work-related stress, anxiety and depression has been **increasing**



About LBWF's Wellbeing Approach

A strategy, a role, **what next?**

- ▶ About LBWF – demographics
 - 2,700 staff (not including school staff)
 - 68% female
 - 59% BAME
 - Median age 47
- ▶ Four directorates – People, Place, DCED, Finance
- ▶ Health and Wellbeing role created during COVID
 - Financial, physical and emotional wellbeing
- ▶ Wellbeing Strategy
- ▶ Yoga, tai chi, meditation... but no one attends!
- ▶ **Low staff engagement**



Inter-Organisational Networks

1) Compare, contrast and share with other similar organisations

- Network set up within London Councils, plus an external LinkedIn group
- 26+ councils represented
- Quarterly meetings (plus external speakers)
- Ad hoc requests via email lists
- Share strategies, policies, experiences

Which organisations can you network with, or which existing networks can you join?



Flexibility and Choice

2) Respond to the **new hybrid working model** e.g. adopt Wellbeing Work Day Initiatives

1. Increased physical and mental wellbeing across participants

2. Better work / life balance and time spent in a more productive way when at work

3. An appreciation of the Council's focus on staff wellbeing and an eagerness for it to continue

After Management Board reviewed the pilot results it was agreed that appropriate services will begin to adopt three of the initiatives into a permanent way of working:

PLAN YOUR DAY



No meetings before
9:30

HAVE A BREAK



No meetings for a protected
hour between 12pm-2pm*

STAY FOCUSED



Book time in your diary to
concentrate. Respect that
time in others' diaries.



Flexibility was key to the pilot initiatives being used well by each individual e.g. switching 'no meetings before 9:30' for 'no meetings after 4:30' if it was right for that individual or team

**will be some exceptions such as lunch and learns, emergency meetings or pre-arranged meetings that cannot be cancelled.*

Flexibility and Choice

2) Respond to the **new hybrid working model** e.g. adopt Wellbeing Work Day Initiatives

Impact

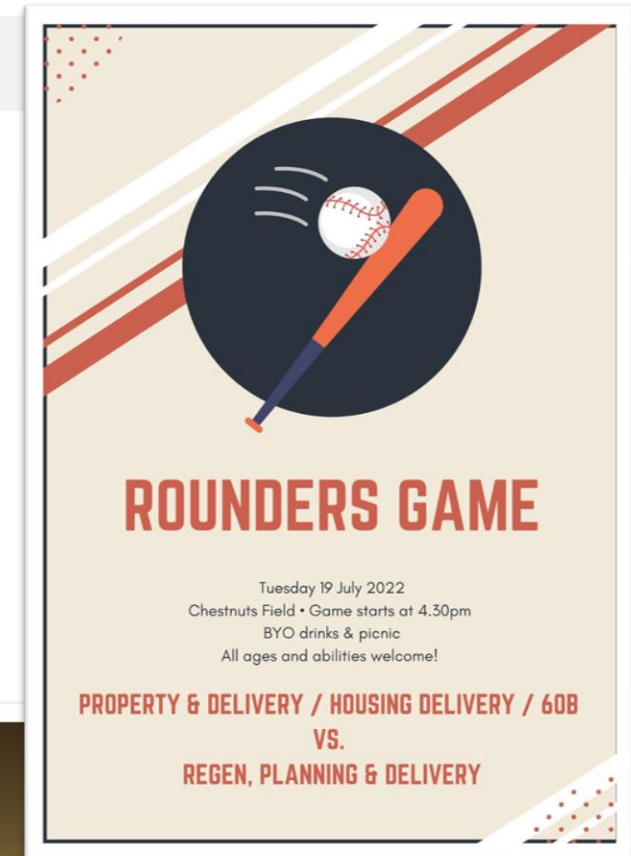
We surveyed staff before and after the pilot. The results showed a very positive impact on staff.

Following the pilot staff who took part...	Before	After	% change
 Had increased levels of mental wellbeing	34%	63%	+29%
 Had increased levels of physical wellbeing	43%	69%	+26%
 Had a better work-life balance	43%	66%	+23%
 Found it easier to take a lunch break at a time to suit them	58%	78%	+20%
 Had more time to focus on producing good quality work	51%	68%	+17%
 Were better able to concentrate on work without being disturbed	23%	39%	+16%

Dispersing Wellbeing Commitment to a Team Level

3) Bring wellbeing to the **team level** to address diversity

- ❖ Addressing wellbeing at the team level is more likely to be effective and consider diverse team needs and modern working patterns
- ❖ **Supportive managers are essential:**
 - ❖ How can a manager support work day initiatives?
 - ❖ What are team needs (childcare?)
 - ❖ Who requires extra support within the team?
- ❖ Managers should be trained in management and mental health
- ❖ Other wellbeing ideas:
 - ❖ Volunteering together
 - ❖ Weekly Team Check ins (themed)
 - ❖ Online meditation or in-person yoga
 - ❖ Mental health training as CPD



Thank you!



Any questions?

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