

**July 2024**

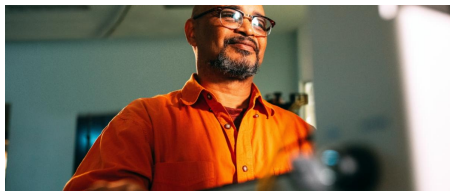
## Welcome to the Healthy Working Wales (HWW) E-bulletin

Our monthly e-bulletin provides updates from the HWW team, workplace health and wellbeing news as well as links to upcoming campaigns and events.

This month:

- New HWW Web Content on Employee Development
- Chartered Institute of Personnel and Development Good Work Index: Wales
- Launch of Anti-Racist Guidance for Childcare Settings
- Society of Occupational Medicine Publications
- HWW Out and About
- Key Dates for August 2024

Feel free to share it with your colleagues or networks, along with our [sign-up details](#) and [previous editions](#).



### New HWW Web Content on Employee Development

HWW has launched new webpage guidance for employers on employee development.

This links to Wales's commitment to fair work, which includes providing opportunities for growth and career advancement. Fair work ensures a safe, healthy, inclusive workplace, fair rewards, employee voice, security, flexibility and legal rights enforcement. Addressing barriers to access and progression creates inclusivity, ensuring development opportunities for all, enhancing wellbeing and supporting lifelong learning.

Employee development improves skills, knowledge and competencies through training, education and career advancement opportunities such as on-the-job training, workshops, courses and mentoring. This process is essential for driving organisational success, enhancing employee engagement and satisfaction and positioning the organisation as a competitive employer.

This new HWW [webpage](#) provides more information and guidance plus links to relevant resources.



## Wales

The CIPD Good Work Index is an annual survey that measures job quality in the UK. Each year, the CIPD ask over 5,000 workers from various industries and jobs about important parts of their work.

This survey provides useful information for HR professionals, employers and policy-makers to help improve jobs and working conditions. Highlights from the report include:

- **Mental and Physical Health:** While the impact of work on physical health is viewed slightly more negatively compared to the previous year, the impact on mental health has improved.
- **Work-Life Balance:** Flexibility and work-life balance are highly valued, with a significant number of employees finding it easy to take time off during work hours for personal or family matters. This aspect has shown improvement compared to the previous year.
- **Meaningful Work:** Feelings of meaningful work at a societal level are mixed, with less than half of the respondents feeling that their work serves a greater purpose or makes the world a better place. At a personal level, only about half feel their work matches their interests and contributes to personal growth.
- **Employee Engagement:** Levels of employee engagement remain relatively high, with about half of respondents feeling enthusiastic about their job and experiencing a sense of achievement. However, only a quarter of respondents frequently feel full of energy at work.

Read the full report [here](#).

You can find practical advice and resources on workplace health and wellbeing on the [HWW website](#).



## Launch of Anti-Racist Guidance for Childcare Settings

Early Years Minister Jayne Bryant has launched anti-racist guidance for childcare settings in Wales. Developed by Cwlwm and the Diversity and Anti-Racist Professional Learning (DARPL) organisation, this comprehensive toolkit offers clear and practical advice for creating an inclusive, anti-racist environment in childcare and early years settings. Included in the toolkit is guidance on understanding the Halo code for afro-textured hair, diversifying children's libraries and creating strong community relationships. The toolkit supports the Anti-Racist Wales Action Plan, ensuring high-quality, culturally responsive childcare for all. Online anti-racist training and additional resources for early years practitioners are also available to reinforce these efforts.

The toolkit can be accessed [here](#).



## Society of Occupational Medicine (SOM) Publications

**SOM** is the UK organisation for professionals working in or with an interest in occupational health.

They focus on:

- The protection of the health of people in the workplace
- The prevention of occupational injuries and disease
- Relevant environmental issues

SOM [Publications Catalogue](#) 2024 covers the latest research, best practices and emerging trends in the field. It provides insights and tools which may be useful to employers in supporting employee wellbeing and encouraging healthier workplaces. Topic areas include musculoskeletal health and mental health and wellbeing.

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## HWW Out and About

HWW recently participated in two significant events:

- FSB North Wales Conference in Bangor: This conference brought together small business owners and industry experts from across North Wales. It provided a platform for discussing best practices, sharing insights and exploring the latest trends in business and employee health.
- Health and Wellbeing Construction Day in Cardiff: Focused on the construction industry, this event highlighted the importance of health and wellbeing within this sector. It featured workshops, presentations and networking opportunities aimed at improving workplace safety and promoting the overall wellbeing of construction workers.

Connecting with professionals and learning from industry leaders at these events has been incredibly inspiring for the HWW team. These interactions have provided valuable insights into innovative practices and strategies to enhance workplace health and wellbeing across various industries.

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## Key Dates

### [World Breastfeeding Week \(01-07 August\)](#)

The focus this year is on survival, health and wellbeing. Improving breastfeeding support will contribute to reducing inequalities across the population by improving early years as well as maternal health and wellbeing. By supporting those employees who are breastfeeding with dedicated spaces and flexible working, employers can help empower working mothers to balance their careers and breastfeeding journeys.

Employers can help by sharing and promoting resources with their workforce, including social media [content](#).

Additional information on "Breastfeeding and the Workplace" can be found on the HWW [website](#).

Breastfeeding in the Workplace Survey— Please Share Your Views and Experiences!

Public Health Wales would be grateful if you could complete the [survey](#) by 01 August 2024. Please contact [rachel.evans43@wales.nhs.uk](mailto:rachel.evans43@wales.nhs.uk) if you have any questions.

### [Cycle to Work Day \(01 August\)](#)

Encourage your employees to embrace a healthier, greener commute. Support can include provision of bike-friendly facilities and incentives to promote sustainable travel habits within your workforce.

You can find workplace resources on [Love to Ride](#) – a platform that encourages people to cycle more.

Links to a range of awareness campaigns can be accessed through the [HWW website](#).

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