

**May 2024**

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

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

This month:

- Recruiting People with Convictions: A Guide for Employers
- Green Skills and Your Workplace
- A Call for Evidence on Fit Note Reform
- HWW Out and About
- Key Dates for June 2024

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



Recruiting People with Convictions: A Guide for Employers

Did you know that around a quarter of the UK population has a conviction?

That's a lot of people with valuable skills, experience and knowledge who can make a positive contribution to society as well as to organisations who are struggling to recruit the right people.

The Chartered Institute of Personnel and Development (CIPD) Trust's "[Guide to Recruiting, Employing and Retaining People with Convictions](#)" provides practical recommendations for employers who want to broaden their talent pool and welcome people with convictions into their workplace.

By offering opportunities to these individuals, organisations can empower them to rebuild, thrive, contribute positively to society and reduce the likelihood of reoffending.

Additional guidance on recruiting untapped talented for businesses can be found on the [CIPD website](#).

Green Skills and Your Workplace

This month Cynnal Cymru is offering [a series of informal discussions](#) on the importance of green



skills in helping employers to future proof their workforce. These include:

- “Green recruitment and inclusive job descriptions” (1pm on 21 May). Focuses on how to rewrite job descriptions to be more inclusive and attract a wider pool of green talent.
- “Greening every job” (1pm on 28 May). Explores how every job in a company can contribute to sustainability goals.

Additional information, including registration details, can be found on the [Cynnal Cymru website](#).



A Call for Evidence on Fit Note Reform

The UK Government has issued a call for evidence seeking opinions on how the current fit note process works and how it can better support employees with health conditions to start, stay and succeed in work.

This provides a unique opportunity for individuals to contribute valuable insights, experiences and perspectives. All views are welcome, but the UK Government would particularly like to hear from:

- employers
- healthcare professionals
- patients, carers and those who access fit notes
- representatives of local systems or local system partners (for example, local authority, integrated care board and voluntary community social enterprise)
- interested academics and stakeholder organisations

You can find additional information, and make your submission, by visiting the [GOV.UK website](#). The deadline is **08 July 2024**.



HWW Out and About

Healthy Working Wales recently attended the Working Well in Wales Conference, at Venue Cymru. This year’s conference focused on “Celebrating Welsh Government Funded Employment Services.” The event featured a variety

of guest speakers highlighting the great work being delivered by Welsh Government-funded employment services.

Pictured is Jayne from our team speaking at the event.

We will also be presenting, and staffing a table, at the [FSB North Wales Small Business Conference](#) at Bangor University on 11 June. Hope to see you there!

Key Dates

[Men’s Health Week \(10 – 16 June\)](#)

Men are often less likely than women to seek medical help or talk about their health concerns. Men's Health Week offers an opportunity to educate employees about health issues affecting men.

The theme of this year's week is "Let's talk prostates (and everything else men's health!)." Encouraging men to share their stories can help both them as well as others.

The Men's Health Forum will also be producing a new manual, "P For Prostate," which looks at all aspects of prostate health. Additional information on this coming soon via their [website](#).

Employers can find additional information on how to support their employees' health and wellbeing on the [HWW website](#).

[Clean Air Day \(20 June\)](#)

The theme of this year's Clean Air Day is "Clean up our air to look after your mind."

Businesses can play a big role in raising awareness of the need for clean air, as well as taking action to improve air quality in and around their estate, within their business model and supply chains, along with mitigating the effects on staff, customers and communities. In aid of this, Global Action Plan has produced a number of [resources for businesses](#).

Additional information can also be found on the "Environmental Sustainability" pages of the [HWW website](#).

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

[Healthy Working Wales](#)



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