

TONBRIDGE & MALLING BOROUGH COUNCIL
COMMUNITIES and HEALTH ADVISORY BOARD

17 November 2014

Report of the Director of Planning, Housing and Environmental Health

Part 1- Public

Matters for Recommendation to Cabinet - Non-Key Decision (Decision may be taken by the Cabinet Member)

1 KENT HEALTHY BUSINESS AWARDS

Summary

This report outlines the requirements of the Award and the involvement of the Council in its delivery and implementation.

1.1 Background

1.1.1 Kent County Council Public Health Team launched the Kent Health Business Award about a year ago. It is based on the well established national workplace health and wellbeing Charter and aims to help employers focus on ways of improving the health and well-being of their workforce, in a climate in many organisations where resources are limited and demands on staff are increasing.

1.1.2 The Award requires participating organisations to carry out a self-assessment to determine which of three levels; commit, achieved or excellent they are against a set of nine criteria:

- leadership
- attendance management
- health and safety requirements
- mental health and well being
- smoking and tobacco
- physical activity
- healthy eating
- alcohol and substance use
- environment

- 1.1.3 The Award is not intended to be a one off assessment, but rather a process of developing this aspect of its business by using the criteria in the Award as a guide for continual improvement.
- 1.1.4 The Award is intended to assist organisations develop policies and procedures in-line with the standards, develop legal compliance and build their reputation for their commitment to staff health and well-being.

1.2 The Role of the Council

- 1.2.1 Through public health funding to the Council for the delivery and implementation of the Award, we have a dual role. Firstly, we have made a commitment to introduce the Kent Healthy Business Award to our business community and provide mentoring support to assist them with their initial self-assessment and on-going development. Secondly, as an organisation involved in the delivery of the Award, officers felt it was important that we were able to promote the Council as an exemplar organisation and are currently engaged in the self-assessment process, which is being done through the Health and Well-being Officer Study Group.
- 1.2.2 To date eight organisations in the Borough have registered with KCC to progress the Award and we have identified another three that we anticipate work with during the remainder of the year.

1.3 Legal Implications

- 1.3.1 Not applicable.

1.4 Financial and Value for Money Considerations

- 1.4.1 Funding from KCC has been received to deliver the Award to ten local organisations this financial year.

1.5 Risk Assessment

- 1.5.1 The future development of the Award in future years is dependent on the relevant funding continuing.

1.6 Equality Impact Assessment

- 1.6.1 Members are reminded of the requirement, under the Public Sector Equality Duty (section 149 of the Equality Act 2010) to have due regard to (i) eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010, (ii) advance equality of opportunity between people from different groups, and (iii) foster good relations between people from different groups. The decisions recommended through this paper directly impact on end users. The impact has been analysed and varies between groups of people. The results of this analysis are set out immediately below.

1.6.2 The local business community is extremely diverse, with a significant proportion of workers from our priority communities being employed in blue, collar manual jobs. It is those organisations where we intend to focus our greatest efforts, but nevertheless we are likely to work with organisations employing people in professional positions.

1.7 Recommendations

1.7.1 The proposed approach to developing the Kent Healthy Business Award both within the Council and our local business community be **ENDORSED**.

The Director of Planning, Housing and Environmental Health confirms that the proposals contained in the recommendation(s), if approved, will fall within the Council's Budget and Policy Framework.

Background papers:

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Nil

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Director of Planning, Housing and Environmental Health