

**(7) From Evelyn Collington, Co-ordinator, Bromley Mental Health Forum, to Councillor Graham Arthur, Portfolio Holder for Resources (put by Peter Moore)**

Bromley Council as a Mindful Employer

The benefits of employers being 'mindful employers' are well documented, please follow link below for more details. Please can you let us know if Bromley Council is considering becoming a 'Mindful Employer', and if not, why not?

<http://www.mindfulemployer.net/>

**Reply:**

Being an "Excellent Council" we take seriously our duty of care to monitor the health and wellbeing of our staff at work. We understand the link with individual staff and organisation performances. Hence the Council provides a wide range of benefits and supports to staff including specialised counselling and general awareness and bespoke training on mental health and other forms of ill health issues in general. For example staff can access confidential counselling service and wellbeing benefits under the Council's Real Benefits Scheme.

The Council funds a dedicated Occupational Health Unit employing a qualified p/t doctor and a qualified occupational nurse to provide proactive advice and support to staff and managers on health and wellbeing issues. For example the unit encourages staff and managers to use the HSE stress survey to monitor the mental health of individual staff.

The Council is equally proud of its positive recruitment initiatives aimed at improving the employability and life chances of vulnerable people mainly people with mental or learning disabilities. For example through the "Thyme Out" initiative the Council was able to provide shadowing opportunities, work experience and on the job training to circa 140 people with mental/learning disabilities in the last 5-6 years. Under a similar scheme called "Branching Out" also for people with mental ill health the Council offered training opportunities to circa 40 people in two years. We also use the "job carving" programme to recruit and retain staff with disabilities in employment. In the last few years, the Council working in partnership with JobMatch/Mencap has recruited 12 people via the job carving programme.

Based on this, the Council is not seeking to participate in any accreditation or review process.

**Supplementary Question**

As a supplementary question, Mr Moore asked whether the Council would consider signing up to "Time for Change." In response, Councillor Arthur stated that he did not consider that this would offer anything to Council staff or residents that was not already available.