

FOI REF: 23/776

8<sup>th</sup> December 2023

## FREEDOM OF INFORMATION ACT

I am responding to your request for information under the Freedom of Information Act. The answers to your specific questions are as follows:

**1) Do you have a Staff Health and Wellbeing Lead in your organisation?**

Yes, we have a People Wellbeing and Engagement Manager and an Assistant Director of Engagement and Wellbeing. We also have an appointed Health & Wellbeing Guardian who is a non-executive and sits and reports to our Trust board.

**2) Do you have a Staff Wellbeing Team and what is the structure?**

The Wellbeing Team consists of the manager as mentioned in point 1 and two further colleagues who are in the roles of Wellbeing Team Lead and a Wellbeing Advisor.

**3) Where does staff health and wellbeing sit within your organisation?**

The Wellbeing Team sits within the Engagement and Wellbeing Team, within the Human Resources Directorate.

**4) Do you have a Mental Health First Aid programme?**

Yes, we deliver Mental Health First Aider Training and also Mental Health Awareness Training to our people.

**5) How many Mental Health First Aiders do you have?**

We currently have approximately 185 Mental Health First Aiders. Please note this data does change aligning to the current workforce (leavers in the organisation who have undertaken training are not included in this information).

**6) How many Health and Wellbeing Champions do you have?**

There are approximately 157 Health and Wellbeing Champions (when information was last reviewed- September).

**7) Has staff health and wellbeing had financial investment since 2021?**

Yes.

**8) Does your organisation offer staff training? If so, what training do you offer?**

We offer a plethora of training at the organisation. Some of the mandatory training includes; Health and Safety, Safeguarding, Infection Control, Equality and Diversity, Information Governance, Moving and Handling, Conflict Resolution and Fire.

Training is also offered which is specific to Health & Wellbeing such as how to undertake wellbeing conversations, team and individual stress risk assessment, looking after those going through the menopause.

If I can be of any further assistance, please do not hesitate to contact me.

Should you be dissatisfied with the Trust's response to your request, you have the right to request an internal review. Please write to the Freedom of Information Department ([esh-tr.foi@nhs.net](mailto:esh-tr.foi@nhs.net)), quoting the above reference, within 40 working days. The Trust is not obliged to accept an internal review after this date.

Should you still be dissatisfied with your FOI request, you have the right of complaint to the Information Commissioner at the following address:

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire SK9 5AF

Telephone: 0303 123 1113

Yours sincerely

Linda Thornhill (Mrs)  
Corporate Governance Manager  
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