

Appendix 5e

Armada Way Independent Learning Review Action Plan Progress – Employee Wellbeing – October 2025

Recommendation under review	Action Required	Progress to Date	SRO	Anticipated completion date
<u>Employee Wellbeing</u> Review the corporate provision of wellbeing and healing support	Refreshing Our People Strategy Our new People Strategy will focus on: <ul style="list-style-type: none"> • Building stronger cross-team networks. • Developing inclusive leadership at all levels. • Embedding organisational values. • Providing proactive and reactive support for staff — before, during, and after challenging events or personal difficulties. 	See learning and development plan	Service Director for HR and OD	November 2025
<u>Employee Wellbeing</u> Review the corporate provision of wellbeing and healing support	New modules in our Management and Leadership Development Programme We will add additional modules in our new management programme to help ensure that managers are equipped to lead with empathy, responding to emerging needs	See Learning and Development Plan	Service Director for HR and OD	September 2025

	Addressing Abuse and Unacceptable Behaviour We are developing an Unacceptable Behaviour Policy that clearly defines the actions we will take to protect staff and members from abuse, including: <ul style="list-style-type: none"> • Clear escalation routes. • Use of single point of contact arrangements. Engagement with the police where appropriate	Unacceptable behaviour Policy complete		Complete
<u>Employee Wellbeing</u>	Enhancing Safety and Responsiveness We are introducing practical tools and systems to improve staff safety and organisational awareness: <ul style="list-style-type: none"> • Personal alert devices for all staff in higher-risk roles • A new Staff Concerns Protocol to provide a clear, rapid route for raising issues and accessing support. 	<ul style="list-style-type: none"> • Procurement in process • Included in the new People Strategy 	Service Director for HR and OD	April 2026
<u>Employee Wellbeing</u>	Enhancing Safety and Responsiveness		Service Director for HR and OD	April 2026

Review the corporate provision of wellbeing and healing support	<p>We are introducing practical tools and systems to improve staff safety and organisational awareness:</p> <ul style="list-style-type: none">• A dangerous Sites Database to enable teams to share intelligence and flag concerns	<ul style="list-style-type: none">• Introduction of personal alert devices• Staff Wellbeing Survey – currently analysing results		November 2025
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