

Leadership and Management Level 1



Workplace wellbeing initiatives are most successful when **senior management** are involved and act as role models.



Adopting a **strategic approach to workplace health** and wellbeing has shown to be an important factor in achieving sustained business benefits.

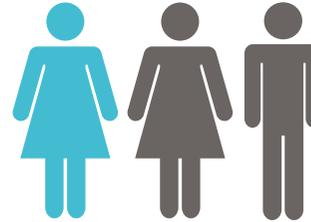
The leaders of any organisation play a vital role in **affecting its culture** and helping to ensure all employees can live the values.



Working environments characterised by low levels of job control and organisational fairness, and a high effort-reward imbalance may contribute to **poor health**.



1 in 3 of employees with a **long-term health condition** have **not discussed it with their employer**.



Communication and leadership are essential to create a healthy culture in your organisation. A clear commitment from senior leaders sends a powerful message to employees at all levels.



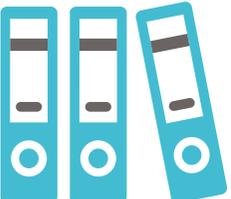
91% of managers agree that what they do **affects the wellbeing of their staff**.



But only 58% of employees believe their line manager is **concerned about their wellbeing**.

By **leading from the top** and agreeing actions at a senior level, employees who will drive the changes will feel that they have the support and authority. Employees are also more likely to open up about their own **mental and physical health** if there is a clear signal from leadership or senior management.



	Leadership and Management Level 1: Criteria	Local/National Resources:
	<p>Ensure senior leaders are positively committed to health and wellbeing.</p> <p>Guidance:</p> <ul style="list-style-type: none"> It is important that senior leaders lead by example, act as good role models and are fully engaged with workplace health and wellbeing. This could include reporting feedback in board level reports, ensuring appropriate allocation of resources and working with and supporting the WWW group. 	<p>Senior leaders</p> <p>NHS Employers senior leaders role</p> <p>BITC securing senior buy-in for your wellbeing strategy guidance</p> <p>What works wellbeing why invest website</p>
	<p>Ensure that your organisation has effective ways of consulting, communicating and cascading information to employees.</p> <p>Guidance:</p> <ul style="list-style-type: none"> Effective two-way communication in the workplace is an integral part of a successful organisation, enhancing productivity and efficiency. It is important to consult and communicate with employees about the organisation, their role, upcoming change as well as health and wellbeing Communication could take place via a range of methods such as handbooks, newsletters, leaflets, intranet, emails as well as verbal discussions, meetings, surveys and focus groups. Methods should be appropriate for your organisation to ensure reach, taking into account employees that work at home/ remotely or different locations and those that have different working patterns. 	<p>WWW importance of workplace wellbeing webpage</p> <p>Communication and engagement</p> <p>ACAS employee communications and consultation advice and guidance</p> <p>ACAS communication guidance</p> <p>ACAS employee engagement guidance</p> <p>ACAS employee engagement booklet</p>
	<p>Ensure equality guidance and legislation is in place and adhered to including developing and implementing an equality, diversity and inclusion policy</p> <p>Guidance:</p> <ul style="list-style-type: none"> The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. Organisations and employees should be aware of their rights and responsibilities under the Act e.g. reasonable adjustments and comply with relevant legislation. Consider how you will ensure that employees are aware of the policy and that it is adhered to. The policy should be reviewed regularly and kept up to date. Consider sending the policy to employees to sign when they have read it, including in induction/handbooks, highlight it in job advertisements and letters of appointment 	<p>Equality, diversity and inclusion</p> <p>Government Equality Act 2010 guidance</p> <p>ACAS equality, diversity and inclusion advice and guidance</p> <p>WWW policy guidance template</p> <p>Managing change</p> <p>ACAS managing change guidance</p>

	Leadership and Management Level 1: Criteria	Local/National Resources:
	<p>Consider your organisations approach to change management and resilience.</p> <p>Guidance:</p> <ul style="list-style-type: none">• Organisational change can impact on employee mental health and wellbeing.• It is important to remember the impact on employees of frequent and significant change(s) to their working environment and patterns. All change should be planned, managed and communicated to take this into account.• This could include examples or a plan/ summary of how your organisation has dealt with and communicated change, including the reasons for change and any opportunities given for consultation.	