Environment and Culture Level 1

Improving the organisation's workplace culture can improve employee wellbeing and build employee engagement.

A number of factors can **increase employee engagement** including:

- clear visible leadership,
- effective line management,
- employees feeling they have a voice.

Employees are more likely to make **healthier choices** if they feel **supported by their employer.**

There is no 'one size fits all' and **workplace wellbeing** approaches should be co-produced with employees and tailored to the needs of the **organisation and workforce.**

Fostering an open and inclusive culture at work can encourage **positive conversations** around health and wellbeing, reduce stigma and **support healthier choices and behaviours.**

Effective **two-way communication** in the workplace is an integral part of a successful organisation, **enhancing productivity and efficiency.**

Effective policies on health and wellbeing at work adopt a whole person, whole system approach, encompassing physical and mental health, and are rooted in **prevention and risk management.**

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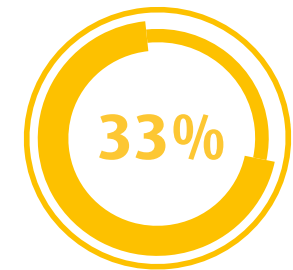
Employees spend on average a third of their waking hours at work, so the workplace is an ideal environment to **support employee health and wellbeing.**

	Environment and Culture Level 1: Criteria	Local/National Resources:
	Establish a health and wellbeing group to ensure a co-ordinated approach to health and wellbeing. **Guidance:** • The health and wellbeing group will aim to ensure a co-ordinated approach to health and wellbeing, supporting the implementation of activities within the organisation and providing consistency and drive. • Consider how you will inform employees of the group members and their roles, e.g. photo and explanation on notice boards, emails, work intranet or inform employees at inductions and meetings. • The WWW branding is available for your organisation to use.	**The importance of workplace wellbeing** WWW importance of workplace wellbeing webpage ACAS health and wellbeing area ACAS health, wellbeing and work booklet RAND promising practices report PHE workplace health infographics
	Nominate a named senior lead for health and wellbeing and ensure the lead fully supports the group. **Guidance:** • Having a clear commitment at a senior level will help drive health and wellbeing in the workplace. This helps to establish a workplace culture that prioritises and values health and wellbeing. • It is important that this lead has clear accountability and that senior/ board level reporting is put into place. • Consider how the senior lead will link with and support the group and how you will communicate their role.	PHE workplace health publications (workplace health and health and work) **Senior leaders** NHS Employers senior leaders role BITC securing senior buy-in for your wellbeing strategy guidance What works wellbeing why invest website
	Ensure that employees are aware that your organisation is committed to workplace health and wellbeing. **Guidance:** • Demonstrating your commitment to workplace wellbeing helps to establish a healthy workplace culture and encourages behaviour change. It is important to emphasise why it is important for the organisation and employee • Consider how you will inform and support employees to understand the benefits of improving workplace wellbeing. When a CEO or a senior leader announces the commitment, it sends a clear message that employee wellbeing matters.	

	Environment and Culture Level 1: Criteria	Local/National Resources:
	Assess the health and wellbeing needs of your employees and organisation to decide on health and wellbeing priorities in the workplace. **Guidance:** • This may take the form of a health and wellbeing survey, needs assessment, focus groups, informal discussions with employees depending on what is appropriate for your organisation. • Reviewing your organisational profile may support with assessing needs and deciding on priorities	**Identifying health and wellbeing needs** BHF template health and wellbeing survey PHE workplace health needs assessment Workplace wellbeing tool calculator NHS How are you quiz BITC self-assessment
	Identify and promote a minimum of 2 health and wellbeing topics/ campaigns per year. Topics should be based on need and priorities and tailored to your workforce. **Guidance:** • Ensure information is from a verifiable source and is accessible to employees across the organisation. • Consider the format for providing information that is appropriate and accessible for all employees e.g. leaflets, apps, posters, intranet, notice boards, verbally. • Consider engaging with and promoting national campaigns and programmes to increase impact and reach (e.g. programmes could include NHS Health Checks; NHS Screening such as breast, cervical, bowel etc; Cardiopulmonary resuscitation (CPR))	**Campaigns** PHE resource centre WWW campaigns and useful resources webpage