Environment and Culture Level 2

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.**

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

Fostering an open and inclusive culture at work can encourage **positive conversations** around health and wellbeing, reduce stigma and **support healthier choices and behaviours.**
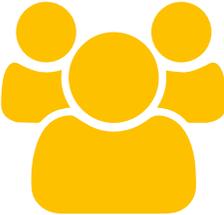
Effective policies on health and wellbeing at work adopt a whole person, whole system approach, encompassing physical and mental health, and are rooted in **prevention and risk management.**

33%

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 2: Criteria	Local/National Resources:

Ensure your health and wellbeing group is representative of the organisation and is positioned and supported to drive and embed health and wellbeing effectively.
Guidance:
• The group should:
  » Include at least one senior manager/ lead who has authority to approve the implementation of ideas and initiatives and ensure health and wellbeing is prioritised.
  » Act as a network of workplace champions who will support to embed a sustainable approach to health and wellbeing within the workplace and influence health and wellbeing priorities.
  » Encourage and consider suggestions from employees and plan activities to improve the health and wellbeing of the workforce.
  » Have a terms of reference and measurable objectives in order to evaluate effectiveness
	The importance of workplace wellbeing
	NHS Employers senior leaders role
	PHE workplace health infographics
	ACAS health, work and wellbeing booklet
	What works wellbeing why invest website
	
	Identifying health and wellbeing needs

Undertake the PHE Workplace Health Needs Assessment (or equivalent) to assess the needs of your employees and organisation. **Guidance:** • A health needs assessment is a simple way to gather anonymous information about the health of an organisation's workforce and provides a baseline of data to track progress. • The needs assessment should assess all aspects of health and wellbeing. This will build on your assessment from level 1 including the organisational profile.	BHF template health and wellbeing survey PHE workplace health needs assessment Workplace wellbeing tool calculator **Campaigns**
Develop a workplace health and wellbeing action plan with measurable objectives to address findings from the needs assessment. **Guidance:** • Your health and wellbeing action plan should demonstrate a planned approach to improving the health and wellbeing of your employees, based on the findings from the needs assessment. • Consider how employees will have equal access to opportunities including those with physical and mental health needs; different working locations and different working patterns. • Consider when the plan will be refreshed and how the plan will be shaped by employee input including feedback from activities.	PHE resource centre WWW campaigns and useful resources webpage **WWW additional standards** WWW additional standards webpage

	Environment and Culture Level 2: Criteria	Local/National Resources:
	Identify and promote a minimum of 3 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 from across the organisation. • Consider the format for providing information that is appropriate for the workforce 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))	
	Identify at least one standard from the WWW additional standards toolkit to implement within your organisation. The chosen standard should be based on need and priorities and tailored to your workforce. **Guidance:** • Consider how you will develop your approach around your chosen standard. It is important to focus on assessing need, building support, taking action, embedding and evaluating. Employee engagement is essential through development and implementation.	