

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



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 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**.



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

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



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


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





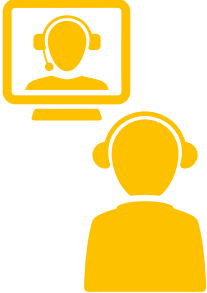
Effective **two-way communication** in the workplace is an integral part of a successful organisation, **enhancing productivity and efficiency**.



**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 3: Criteria	Local/National Resources:
	<p data-bbox="342 134 1648 210"><b>Develop a long term sustainable organisational Health and Wellbeing Strategy building on the health and wellbeing needs assessment and action plan.</b></p> <p data-bbox="342 223 506 258"><b>Guidance:</b></p> <ul data-bbox="342 277 1648 954" style="list-style-type: none"><li data-bbox="342 277 1648 354">• Adopting a strategic approach to workplace health and wellbeing has shown to be an important factor in achieving sustained business benefits.</li><li data-bbox="342 367 1352 402">• This should align to the organisation’s overall business plan and objectives</li><li data-bbox="342 414 1648 491">• If appropriate, ensure health and wellbeing is linked to Quality Management Accreditation (e.g. ISO9001)</li><li data-bbox="342 504 1648 820">• Consider the key stages in producing a comprehensive strategy including:<ul data-bbox="380 552 1352 820" style="list-style-type: none"><li data-bbox="380 552 788 587">» gaining board-level approval</li><li data-bbox="380 600 636 635">» assessing needs</li><li data-bbox="380 647 680 683">» formulating strategy</li><li data-bbox="380 695 703 730">» consulting employees</li><li data-bbox="380 743 707 778">» implementing strategy</li><li data-bbox="380 791 757 826">» monitoring and evaluating</li></ul></li><li data-bbox="342 833 963 868">• Employee involvement should be evidenced.</li><li data-bbox="342 880 1648 954">• Senior/ board level leadership and reporting ensures that health and wellbeing is prioritised and taken seriously.</li></ul>	<p data-bbox="1727 134 2159 169"><b>Health and Wellbeing Strategy</b></p> <p data-bbox="1727 181 2159 258">BITC securing senior buy-in for your wellbeing strategy <u>guidance</u>.</p> <p data-bbox="1727 271 2159 347">PHE workplace health needs <u>assessment</u>.....</p> <p data-bbox="1727 360 2159 437">PHE workplace health <u>infographics</u></p> <p data-bbox="1727 507 1883 523">.....</p>

	<b>Environment and Culture Level 3: Criteria</b>	<b>Local/National Resources:</b>
	<p><b>Develop and implement an organisational annual action plan/ programme of health and wellbeing activities, events, initiatives and campaigns.</b></p> <p>Ensure that:</p> <ul style="list-style-type: none"> <li>• Activity is based on need and priorities and tailored to your workforce</li> <li>• Activity is evaluated to demonstrate impact and shape future activity</li> <li>• The action plan allocates responsibilities and includes timeframes for implementation</li> <li>• Evidence exists that the leadership team is committed to the achievement of the action plan and associated objectives.</li> </ul> <p><b>Guidance:</b></p> <ul style="list-style-type: none"> <li>• Consider the following:             <ul style="list-style-type: none"> <li>» linking with 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))</li> <li>» how activity can impact on the wider community including family members and friends</li> <li>» supporting social activities, volunteering and out-of-work activities</li> <li>» covering core topic areas (mental health and wellbeing, alcohol, smoking, substance misuse, healthy eating, physical activity) as well as other priority areas for your organisation</li> <li>» promotion of national screening programmes</li> </ul> </li> </ul>	<p><b>Campaigns</b>  PHE <a href="#">resource centre</a>.  WWW campaigns and useful resources <a href="#">webpage</a>.  RAND promising practices in health and wellbeing at work <a href="#">report</a>  BITC <a href="#">toolkits</a> (for examples of case studies)</p> <p><b>Evaluating initiatives</b>  NHS Employers evaluating your health and wellbeing programme <a href="#">information</a>  BITC measuring employee wellbeing <a href="#">toolkits</a> (paid)  Gov.UK measuring employee productivity <a href="#">overview</a>.  What works wellbeing why invest <a href="#">website</a></p>
	<p><b>Enhance your organisational approach to a healthy culture and behaviours maximising the impact beyond the immediate workforce.</b></p> <p><b>Guidance:</b></p> <ul style="list-style-type: none"> <li>• Consider how you can maximise your approach to influence and impact others including the wider community. This could include:             <ul style="list-style-type: none"> <li>» Contractors and visitors</li> <li>» Family members and friends</li> <li>» Procurement and supply chain opportunities</li> <li>» Other organisations and businesses (e.g. neighbouring and local businesses)</li> </ul> </li> </ul>	<p><b>WWW additional standards</b>  WWW additional standards <a href="#">webpage</a> .....</p> <p>.....</p>

	Environment and Culture Level 3: Criteria	Local/National Resources:
	<p><b>Ensure your organisation has systems in place to evaluate the impact of health and wellbeing initiatives, this includes the impact on employees and the organisation.</b></p> <p><b>Guidance:</b></p> <ul style="list-style-type: none"> <li>• Consider how you will communicate and evaluate the return on investment from health and well-being activities to senior leaders and managers</li> <li>• This could include outputs and outcomes such as savings from reduced sickness rates, improved productivity and customer service, improved survey results and increased health &amp; wellbeing of employees.</li> <li>• Consider the following:             <ul style="list-style-type: none"> <li>» Evaluating programmes</li> <li>» Recording progress</li> <li>» Reviewing any changes in absenteeism, staff turnover, productivity, costs, staff morale, ease of recruitment, disciplinary numbers</li> <li>» Change in future strategy.</li> </ul> </li> </ul>	
	<p><b>Share your workplace wellbeing approach with other organisations to promote best practice and exchange ideas for new approaches.</b></p> <p><b>Guidance:</b></p> <ul style="list-style-type: none"> <li>• Consider the following:             <ul style="list-style-type: none"> <li>» Signing up to share your workplace wellbeing approach with other Worcestershire businesses (business to business support)</li> <li>» Sharing your workplace wellbeing approach at Worcestershire Works Well events</li> <li>» Submitting case studies of specific initiatives, sharing your approach via social media and producing short video clips.</li> </ul> </li> </ul>	
	<p><b>Identify at least two standards from the WWW additional standards toolkit to implement within your organisation. The chosen standards should be based on need and priorities and tailored to your work-force.</b></p> <p><b>Guidance:</b></p> <ul style="list-style-type: none"> <li>• Consider how you will develop your approach around your chosen standards. It is important to focus on assessing need, building support, taking action, embedding and evaluating. Employee engagement is essential through development and implementation.</li> <li>• The additional standards selected at level 3 must be different to the standards selected at level 2.</li> </ul>	