



In association with:



Links shared during our 30th November 2022 webinar
Sustainable wellbeing: seamlessly integrating employee
mental health and wellbeing with ESG

Links shared:

Health & Safety Report (HSE) Report that Nicola refers:

https://www.hse.gov.uk/statistics/?utm_source=linkedin&utm_medium=social&utm_campaign=annual-stats-22

Deloitte report that Amy refers to:

<https://www2.deloitte.com/uk/en/pages/press-releases/articles/poor-mental-health-costs-uk-employers-up-to-pound-56-billion-a-year.html>

UK Report by CCLA – check out page 16 - <https://www.ccla.co.uk/documents/2022-mental-health-benchmark-uk-100-report/download?inline>

This is the global report <https://www.ccla.co.uk/documents/2022-mental-health-benchmark-global-100-report-0/download?inline>

<https://www.centrica.com/sustainability/performance-reporting/all-reports-data/>

<https://makeadifference.media/mental/how-rwe-energised-its-employees-post-pandemic/>

Challenges, questions and tips shared in the chat:

I feel like sometimes organisations focus on sustainability more or at least I see a lot of wellbeing washing or paying lip service maybe it's the same for sustainability?

Due to GDPR, we often don't know the reason of sick leaves. Do you get the individuals' consents to get the information regarding the reason of absences?

Should the Health/Wellbeing team or department be separate from HR?

How do you manage the employee workgroups where individuals are opening up about potentially very sensitive issues. Do you have a Mental Health expert in the sessions to provide any required support?

We've changed the language - shifting from the term Mental Health, to Mental Wellbeing. We found some of our global countries switched off to the term Mental Health - they assumed it was to do with people with ill-health only and didn't relate to it.

There are often massive silos. When wellbeing sits in HR, it needs to be linked with health & safety and other teams OH etc.

You end up with some 121s asking about wellbeing and others don't and some that do only because they have to.

Some organisations, such as Unilever, are building capacity for creating psychological safety within teams into management KPIs

Thank yous:

This has been so interesting. I wasn't aware of the benchmark before this session and I think it is utterly fab!

Great session, thank you!

Thanks a lot!

Thank you brilliant session!

Thank you!

Great session - really thought provoking. I'm off to bring together our ESG and Risk directors to continue the conversation!

Great to hear we are on the right track