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**Links, tips and resources shared during our
22nd February 2023 webinar**

**“How to meet increasing demand for personalised, inclusive
workplace wellbeing support”**

**In response to the question to the audience “Do you have Wellbeing
Champions or the equivalent?”**

Yes we have health advocates

Not a formal one

We have a wellbeing forum

No, just MFHA

We have an engagement committee, including MHFA

Yes and I run a cancer support group at work.

We are looking to introduce them this year - 130 potentially interested

We had an active network prior to covid, and hoping to reignite it

Yes Mental Health First Aider and Wellbeing Group

Mental Wellbeing Champions, (per the Stevenson Farmer module) are proving crucial to proactive employee wellbeing.

We follow a rolling six-module training prog. throughout the year that enables employees to include their Champion training and best practice as part of their career progression.

Engagement strategies:

We have an interactive monthly wellbeing calendar, and quarterly focus areas such as Get Active, Get Talking, Get Together and Get Money Savvy.

Support calls monthly for specific areas have been really important, helpful and allowed people to stay in work and provided a community. This is however reliant on volunteer support and volunteer ERG support.

We use Westfield Health and are currently investigating their webinars and monthly health calendar.

We have a mental health & wellbeing taskforce for UKI where we discuss campaigns, issues, our calendars, guest speakers etc. how we promote our mental health first aiders to the business

Has anyone done anything interesting/different to promote the usage of EAP to increase awareness for the services they can provide?

We have EAP come onsite to promote benefits

I had a drop-in session with my staff to show them what they could do and how to access it and answer questions.

Personally, I deliver a one-to-one service if needed for any employee across the UK, I'm building relationships and that helps on-site and in the Office - Having someone to talk to internally rather than externally is helping.

We are looking at worklife balance this summer as a key campaign theme. It's such a huge topic to tackle, hard to narrow it down!

On length of communications:

- Might help to send pre reading material to fit the content into 15 mins
- We offered 15 for you. which was a 15 minute meditation /breathing session which went down really well.

How do we support our employees if we all work from home and only meet once a week for couple of hours...

On the issue of data:

Totally agree. Good quality data is so useful. Looking at what people need and what works rather than making assumptions - so valuable!

We have regular Pulse surveys

I agree that yearly Wellbeing surveys are so important, also looking at other streams of data such as MHFA reporting, my own employee case management system, EAP, Health check data and private medical data etc

Also contact charities for things like disabled data etc. - eg Scope

I work at Business in the Community and am currently developing a Data for Wellbeing Toolkit in response to the data collection challenge, which will have been tried and tested among some of our member companies.

Safe spaces

We have a calm room onsite for employees

100%, the community space and having someone to talk to outside of management has resulted in massive improvements to people lives. [make sure you protect your own mental health too. Macmillan/cancer research have excellent training for people regards difficult conversations]

It is much easier when you have an office space, what if you don't have office space, your workers are out in the community and working in people's homes? Especially if there is no intranet system, and people are not always on-line. How would/do you reach out to those people?

The most impactful route for us was getting co. leaders to share - and reveal - their own vulnerabilities; it essentially told everyone "this org. is a safe place for everyone; we are here to support, not judge". It's never mandatory but the core theme is "a single voice can help the many".

One of the things I demanded before taking the position was monthly supervision for me with a trained supervising counsellor, I also deliver this facility to our MHFA network.

How is wellbeing aligned with equality, diversity and inclusion work?

We have ERGs for disability, BIPOC, pride etc., - hey link up with the wellbeing ERG and there is a lot of cross over. so it's about working together - as what is needed for wellbeing support differs depending on your lived experience. it can be messy at times and feel like juggling plates - but it has a much better result if you do it.

I've noticed this too. Once you open the conversation the flood gates open yet so often, it isn't even on the agenda.

About neurodiversity:

Neurodiversity is a huge area for us, we work in the tech space and are finding a big demand for support in this area from employees.

With ref. to neurodiversity, we've seen positive outcomes from (a) highlighting the fact that everyone to some extent is impacted by neurodiversity and (b) building access to specific neurodiversity expertise

Wellbeing toolkit / action plans:

Does anyone have a wellbeing toolkit to provide to employees and Line Managers?

Do any of you have Wellness Action Plans in place for all employees?

I show Wellness Action Plans as a tool to staff and managers when they want to have a conversation about workplace wellbeing with their line manager/employee.

Does anyone incorporate WAPs with appraisals/pdrs?

Info from Mind re Wellness Action plans: <https://www.mind.org.uk/media/12145/mind-wellness-action-plan-workplace.pdf>

We have implemented wellbeing action plans as voluntary tools but are struggling to encourage employees to use them, has anyone found a way to help increase take up?

On risk assessments:

We only have them for people who have been off on long term sick, but that's just made me think that prevention is probably better than cure!

From the first employee on, you need to do risk assessments as a prevention in Germany. So yes, I can only support that idea.

Some information about Stress Risk Assessments from HSE: <https://www.hse.gov.uk/stress/risk-assessment.htm#:~:text=4.-,Stress%20risk%20assessment,have%20to%20write%20anything%20down.>

Regarding extending support to families:

With initiatives extended to family support (like online gp support / private health care) how do you tackle the benefit in kind implications and communicate that to employees? We have it in place but its not taken up because of that aspect

We used an external source for Wellbeing called the Wellhub, it can be downloaded as a Chrome Web link looks like an App on a phone - to enable us to reach families and supply chain

We've seen a lot from employees asking about carers for family member and support needed to them

I'd be interested to hear ideas on how to strike the balance between meeting workload demands and looking after your employees mental health, when work cannot easily be given to others to absorb.

Charities available to pull wellbeing resources from:

Hub of hope is a brilliant website! You put a postcode in and can filter it by the topic - bereavement, suicide, eating disorder etc and a list of local charities/support comes up

<https://hubofhope.co.uk/>

ACAS Training Info: <https://www.acas.org.uk/training>

Zero suicide alliance training is a brill free resource: <https://www.zerosuicidealliance.com/training>

Thank yous

Thank you panellist for your time this has been one of the most useful webinars in a long time !

Thank you so much

Thanks for this very helpful :)

Some fantastic ideas, and work being done, Thank you all

Thanks a lot to the panellists and everyone contributing here on the chat!

Thank you. Very helpful and lots of ideas to try and take forward.

An excellent session - thank you

Thank you - lots of interesting info discussed - very beneficial

Learnt so much this morning so thank you!

Thank you so much, really interesting webinar!

Thanks so much to the panel, insightful and lots of potential to explore, now to balance it in with workload! Have a good day all.

Thank you for a great webinar, very interesting!!

Great feedback - so many ideas to take forward. Thank you all.

Great webinar, great discussion and speaker thanks

Lots to think about and great advice and resources identified

Thank you so much, brilliant webinar and I hope there will be more!