



Holistic approach to wellbeing - an employee framework that supports positive mental and physical health

Ella West – Arqiva Wellbeing Lead

Arqiva – a little bit about us

Arqiva is at the heart of the broadcast and utilities sectors in the UK and internationally, providing critical data, network and communications services

IN NUMBERS

1,450

We transmit from 1,450 radio and TV **broadcast sites**

98.5

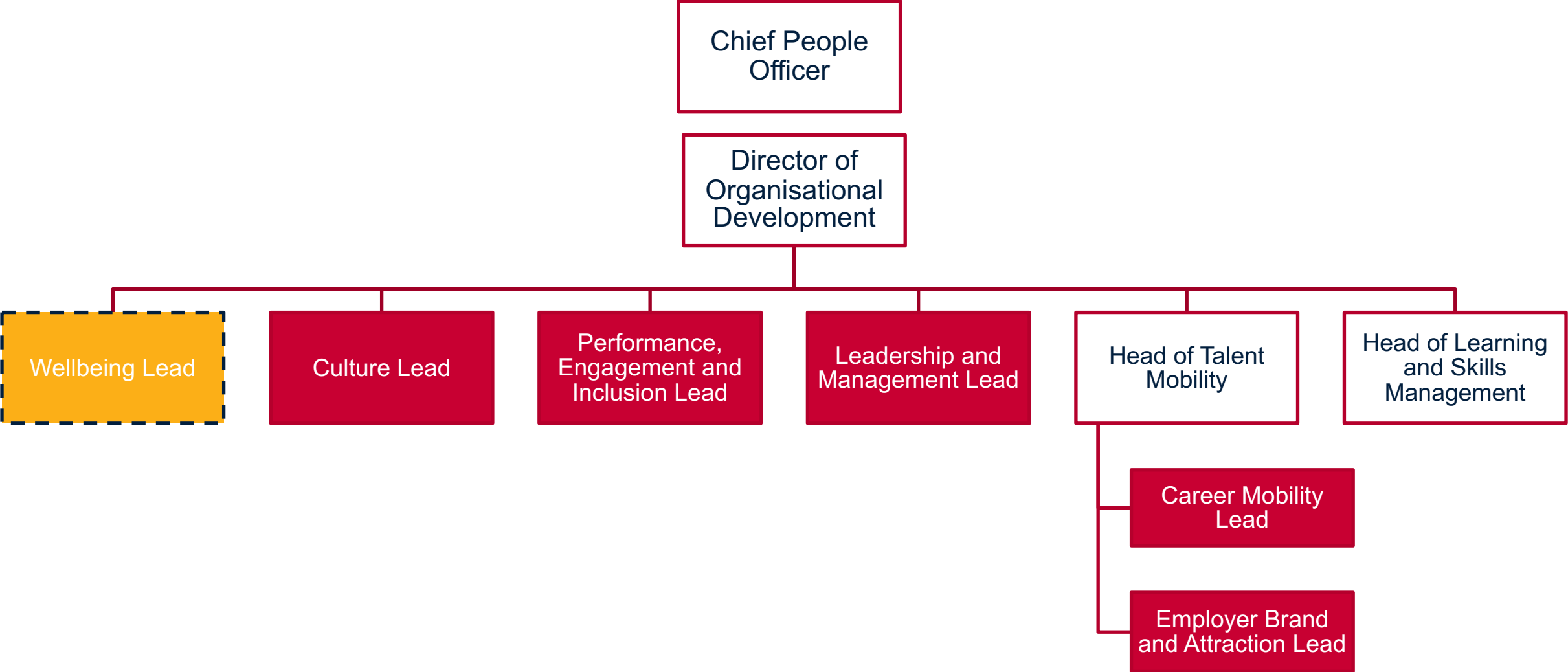
We reach 98.5% of the UK **population** through Freeview

50,000,000

Our smart metering networks deliver around 50 million **data points** every day

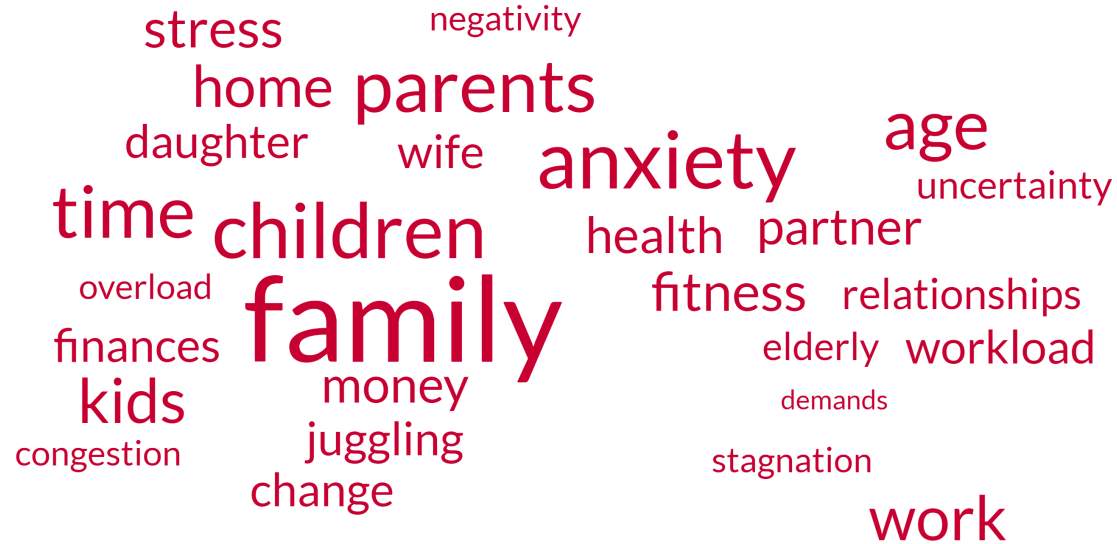
We work in partnership with our customers – major broadcasters and utilities like the BBC, ITV, Sky, Global, Bauer, Thames Water and Anglian Water – to meet everyone's demand for information, content and entertainment and enabling a switched-on world to flow

Where wellbeing sits at Arqiva



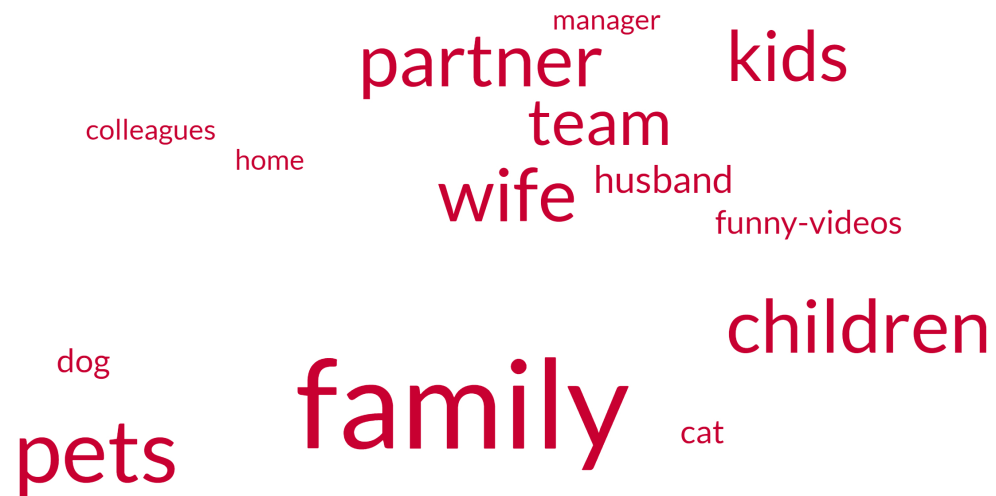
Understanding our people's needs

Q. What is your current greatest mental health threat?



Understanding our people's needs

Q. What always brings a smile to your face no matter how tough your day?



Understanding our people's needs

Q. What does good physical health feel like?

peace
happy wellness
energy empowered
energised
stamina
fitness motivated strength
empowerment safe balance alive
strong capable
motivation



Arqiva's holistic approach to wellbeing

Our wellbeing vision

*To recognise and support **whole-person wellbeing***

Our wellbeing mission

*To **help our people** to be the best version of themselves at work and **still have the time and energy** to live a full life outside of work*

Our five pillars of wellbeing



Where we want to be

- Our people are owning their health and thriving in all areas of their wellbeing
- Our people have the time and energy to live a full life outside of work
- Our people are bringing more aspects of themselves into the workplace and positively contributing to achieving our culture goals
- Managers know what is expected of them, are more resilient, and are better supporting team wellbeing

Delivering whole-person wellbeing



Giving wellbeing initiatives an identity

Onsite whole-person wellbeing day

Time	Session	Delivered by
10:00 – 10:45	Professional Wellbeing – Mindset and thinking style - exploring how our mindset and thinking style can have a positive impact both personally and professionally, in regards our ambition and growth	Culture Lead
11:00 – 11:45	Whole-person wellbeing for people leaders – we invite line managers to this informal session, to discuss how to effectively support team ‘whole-person’ wellbeing, <i>and</i> how to look out for yourself	Wellbeing, Culture, Reward and HR Leads
12:00 – 13:00 (12:20 – 12:40)	Social wellbeing - Bring your own collaborative lunch Professional wellbeing - Career Mobility update lunch and learn	
13:00 – 13:45	Financial wellbeing - Benefits 101 – navigating our suite of benefits – the good to know, what’s new, and an opportunity to ask any questions	Reward manager and Pensions Expert
14:00 – 14:45	Mental Wellbeing – Checking in. Whether it’s work or just juggling life, there are many factors that can put a strain on our mental health. This session, is an opportunity for us all to check in and be reminded of the support available	Wellbeing Lead



'Was a great day, well organised, and learnt a great deal too...'

'It was a really positive event that I was delighted to be a part of'

'It was good to have another reason to catch up with people face to face and to know that others will be there'

'The whole day was very informative and it's always nice to have a little more footfall onsite'

Giving wellbeing initiatives an identity

Physical wellbeing

Winter physical activity programme

Aim – To support increase physical activity during the winter months

Objective - To exercise three times a week, three different ways, for three months

Supported by – A pledge, educational workshops, free fitness classes, company-wide step challenge



Giving wellbeing initiatives an identity



Eat for... healthy eating programme

Aim – To help colleagues identify what aspect of their health they wanted to eat for

Objective – Follow an educational workshop stream that supports your healthy eating goal

Supported by – Five workshops in each stream, health risk assessment tool, step challenge, mini health checks, canteen food options



Giving wellbeing initiatives an identity



Physical activity programme

Aim – Support colleagues to be more physically active

Objective – Register for a challenge event, team build and raise money for charity

Supported by – Financial contribution, external platform, virtual colleague group, match funding



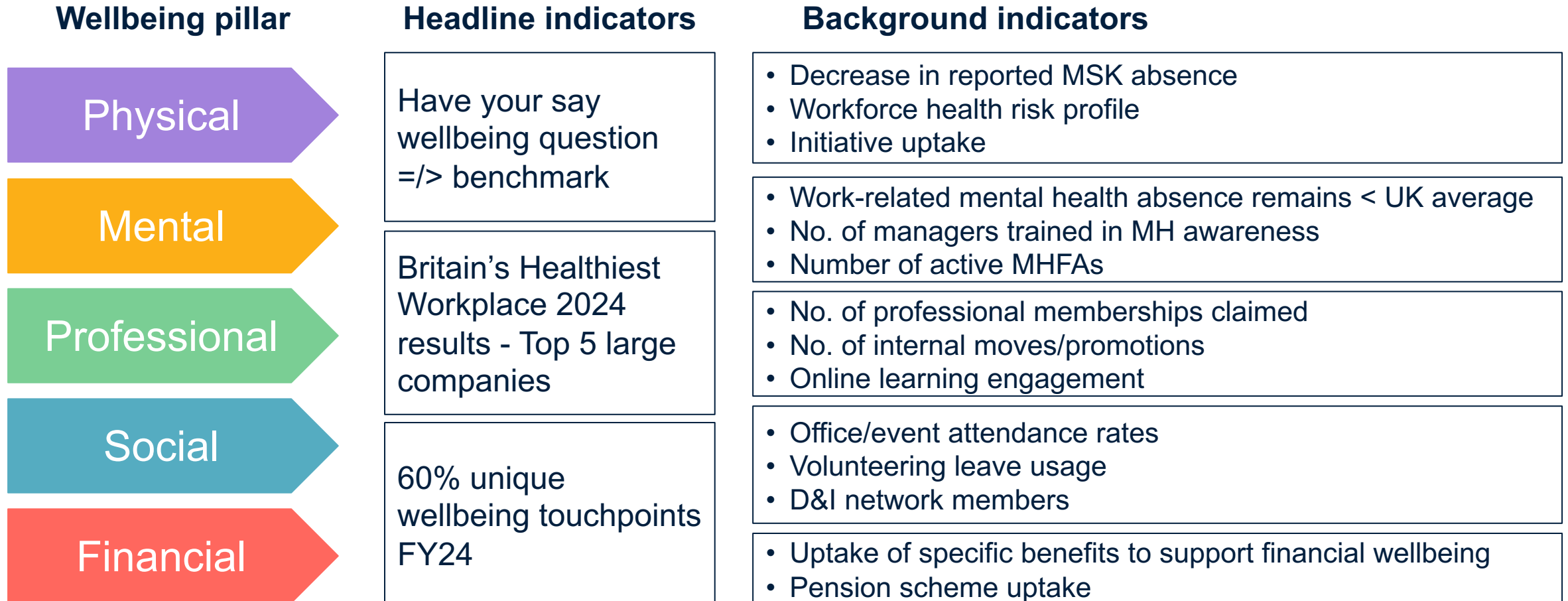
Line Manager wellbeing workshop calendar 2024 – ‘secure your present’

Get ahead - secure your ability to support the physical, mental, social, financial and professional wellbeing needs of your team

All workshops require registration by clicking on the relevant link. Please also check back regularly, as this calendar will be added to as more opportunities come in

Wellbeing pillar	April	May	June
Physical	<p>02/04 – Menopause (Virtual) Register</p> <p>10/04 – Living and working with allergies (Virtual) Register</p> <p>Whole month - Health hub located at Emley Moor</p>	<p>13-17 – Mental health awareness week (See hub for programme offerings)</p> <p>Month of May – Women’s health month (see hub for programme offerings) Women’s health month quiz, to run during a team meeting to support discussion around key health risks</p> <p>Whole month - Health hub located at Newman Street</p>	<p>05/06 – Supporting colleagues with Coronary Heart Disease (Virtual) Register</p> <p>11/06 – Male Health – guidance for managers (Virtual) Register</p> <p>12/06 – Female Health (Virtual) Register</p> <p>13/06 – Equipping yourself to provide support to a colleague diagnosed with cancer (Virtual) Register</p> <p>Recommended eLearning – Menopause impact awareness and how to support colleagues. (Search 'menopause' in HCM learning to view course)</p>
Mental	<p>10/04 – Thrive Mental Wellbeing app – Managing stress plus service overview (Virtual) Register</p> <p>16/04 – Podplan overview see hub events</p> <p>29/04 – Employee Assistance Programme support for Line Managers (Virtual) Register</p> <p>29/04 – Mental health aware workshop 4 hrs (Virtual) Register</p>	<p>01/05 – Returning to work after/with a neurological condition or injury (Virtual) Register</p> <p>14/05 – Line manager mental health awareness workshop (internal, virtual)</p> <p>21/05 – Mental health support – Talking Taboos: Suicide (Virtual) Register</p> <p>Recommended e-learning – Supporting employee pregnancy and baby loss or premature birth at work</p> <p>13-17 – Mental health Awareness Week – see hub for offering</p>	<p>03/06 – Carers and bereavement (Virtual) Register</p> <p>04/06 – Mental health support: Cognitive Behavioural Therapy. What is it and how could the principles be used to support conversation? (Virtual) Register</p>
Professional	<p>10/04 – Managing sickness absence and referral to occupational health (Virtual) Register</p>	<p>01/05 – Career stories interview (see hub events)</p>	
Social	<p>F.U.N spring events at Crawley Court (17th), Daventry (18th) and Emley (18th)</p>	<p>16 & 22 - Let’s connect events (see hub for details)</p>	<p>05/06 - Let’s connect events (see hub for details)</p>
Financial	<p>Financial health workshop calendar 2024 – view and register</p>	<p>Financial health workshop calendar 2024 – view and register</p>	<p>Financial health workshop calendar 2024 – view and register</p>

How we measure wellbeing



Thank You

