

# WELLBEING, BEYOND COMPLIANCE INTO CULTURE

Expert support and training  
to help you drive cultural change.



# THE BENEFITS OF A HEALTH AND WELLBEING PROGRAMME

Health and wellbeing in the workforce are moving up the corporate agenda as employers understand that a healthy and happy workforce is more engaged and motivated.

From improving the engagement and productivity of employees when they are at work, to reducing the number of days and cost lost to absence, a health and wellbeing programme can deliver tangible benefits and return on investment:

- ✓ Create a resilient workforce capable of adapting to change
- ✓ Increase job satisfaction and employee loyalty
- ✓ Reduce costs, such as sickness absence and presenteeism
- ✓ Enable increased process efficiencies

**THE MOST COMMON CAUSE OF STRESS IS WORK-RELATED STRESS, WITH 79% SAYING THEY FREQUENTLY EXPERIENCE IT.**

(Statistica)

# VISIONING WORKSHOPS

**Our senior leadership coaches have designed half-day leadership visioning and HR planning sessions.**

These workshops focus on one issue or take a more holistic view of your HR planning, depending on your needs.

## **Benefits of our visioning sessions:**

- Facilitated by experienced leadership coaches
- Informed by world class employment specialists & consultants
- Focus on one issue or take a more holistic view of your HR planning
- Choose from inhouse or online delivery methods
- Half or full day sessions available - including the provision of a summary report
- Bespoke sessions can be created to suit your needs

**56% OF EMPLOYEES  
ARE EXPERIENCING  
SYMPTOMS OF DEPRESSION.**

(Champion Health)

# TRAINING

- Culture, Values and Inclusion
- IOSH Managing Occupational Health and Wellbeing
- IOSH Managing Sustainably
- Employee Wellbeing
- Mental Health First Aid Champions
- Mental Health First Aider
- Mental Health First Aid Refresher
- Mental Health Awareness
- Stress Management

Our suite of training courses deliver the knowledge and skills to embed a positive and supportive environment for a healthy and energised workforce.

Including Mental Health First Aid England (MHFA) accredited programmes, the courses are designed to empower delegates to confidentially support colleagues.



# STRESS RISK ASSESSMENT

Stress, anxiety, and depression linked to work are significant cause of harm to employees, accounting for 55% of all work-related ill health in the UK. Employers are bound by law to assess the risks to employees, and the factors that affect mental health at work are no exception.

'Stress Risk Assessment' is a key step in understanding and controlling the causes of mental ill health at work. Employers should be considering the six 'Management Standards' of work design that reduce the risk harm occurring.

## Make UK can support by:

- Providing competent people to conduct a risk assessment for you
- Offering practical advice to reduce risk
- Deliver training to ensure you can conduct your own risk assessments

**60% OF EMPLOYEES ARE  
EXPERIENCING ANXIETY...  
BUT ONLY 10% ARE SEEKING  
MENTAL HEALTH SUPPORT.**

(Champion Health)

# AUDIT

Understanding how well you are currently managing mental health in the workplace is the first step on the road to driving improvements.



If your organisation subscribes to ISO 45003: 2021, we can audit against this framework.

**3.7 MILLION WORKING DAYS  
ARE LOST EACH YEAR  
IN THE UK BECAUSE OF  
WORK-RELATED STRESS,  
ANXIETY AND DEPRESSION,  
COSTING £28.3 BILLION.**

(Nice)

# WELLBEING AND PULSE SURVEYS

**Our Organisational Wellbeing and Pulse Surveys benchmark your current position by measuring staff morale and engagement and evaluating the impact of working practices to help you prioritise your wellbeing initiatives.**

Topics covered can specifically focus on areas linked to work related stress such as the demands made on employees; the level of control employees have over their work; the support employees receive from managers and colleagues; the clarity of an employee's role within the organisation and the nature of relationships at work. Alternatively, we can focus on general engagement using topic areas such as Company Goals & Values, Engagement and Commitment, Pay and Benefits, Communication and Involvement and Wellbeing.

## **The survey can help you to:**

- **Gain** - valuable insight into what your employees are truly thinking
- **Measure** - how engaged your employees are with current programmes
- **Drive** - strategic decisions to influence positive change
- **Improve** - measure and monitor continuous progress and development

We can operate our standard online survey with simple results or can work with you to design a bespoke survey questionnaire, with detailed results, advice, interpretation, guidance, and recommendations.

**In partnership with Westfield Health, we provide a portfolio of services designed to help your employees be as healthy as possible.**

### **Annual Wellbeing Plan**

Inspire your employees to lead healthier lives and make sustainable wellbeing choices all year round via an easy to access online resource centre. Your employees will have unlimited access to Westfield Health's wellbeing website, featuring a variety of health and wellbeing topics each with supporting videos, podcasts, factsheets and personal training plans. Topics include alcohol, healthy weight, coping with change, sleep and resilience.

### **Healthy Extras**

An Employee Assistance Programme that ensures your employees have access to four key services to support their mental and physical health, plus the option to include additional services.

### **The key services included are:**

- **Doctorline** - 24/7 telephone access to a GP.
- **24 Hour Advice and Information Line** - confidential guidance on medical, legal or domestic issues .
- **Togetherall** - A safe online space to get support in confidence.
- **Westfield Rewards** - Discounts and offers at hundreds of retailers, restaurants and destinations.

### **Health and Lifestyle Screenings**

Overall health assessments designed to give your employees the insight to make informed lifestyle decisions. From 10-minute MOT checks where blood pressure, cholesterol and blood glucose are tested, to 20-minute lifestyle checks that also include lifestyle questions, exercise behaviour and body composition analysis.

### **Employee Wellbeing Webinars and Workshops**

A range of wellbeing webinars designed to support your employees' mental and physical health. Delivered online or in person as on-site workshops, so you can reach many employees at once. Over 40 topics to choose from including: men's health, managing the menopause, money, happiness and wellbeing, optimising sleep and mental health awareness.

Whether your employees are based in one place, you have a distributed workforce or perhaps you have a mix of in-person and remote teams, Westfield Health can help businesses of all types, sizes and budgets. Many of their wellbeing solutions can be delivered online or in-person and can be tailored to suit the needs of your people and your business.

# BOUTROS BEAR



**Boutros Bear®**

**Boutros Bear is a hybrid healthcare company that supports employees with chronic illnesses and persistent conditions. They specialise in supporting employees and their families who are impacted by:**

- ✓ Cancer
- ✓ Chronic pain (including MSK, back, and neck pain)
- ✓ Mental health
- ✓ Menopause

Boutros Bear's services support companies by increasing their revenue and productivity by reducing employee absenteeism, presenteeism and attrition. They achieve this by delivering transformative care, recovery, and rehabilitation programmes, as well as employer training and workplace preventative health interventions.

## **Recovery and Support Programmes (8/12 Weeks)**

Boutros Bear's Workplace Recovery and Support Programmes provide accelerated physical and mental health recovery through individualised coaching from a team of leading industry experts. The programmes are delivered over eight or twelve weeks. They offer an evidence-based approach that encompasses all areas of well-being including; a graded return to exercise, personalised nutrition advice, counselling psychology, art therapy and community support groups.

## **Employer Training**

At present, almost 50% of HR professionals report that they have not received training to support employees with chronic illnesses such as cancer. Through a series of pre-recorded learning modules, Boutros Bear expertly educates line managers and HR Professionals on the best practices and legal guidelines for managing employees who struggle with a condition that could be considered a disability.

## **Preventative Health Guidance and Coaching**

As many as 80% of chronic illnesses are deemed to be preventable. Through both a guided eight-week programme and a digital suite of resources, Boutros Bear supports employees in making the necessary lifestyle decisions to prevent the development of an avoidable chronic condition.

# READY TO GO BEYOND COMPLIANCE?

---

Email: [enquiries@makeuk.org](mailto:enquiries@makeuk.org)

Call: 0808 168 5874

[makeuk.org/wellbeing](https://makeuk.org/wellbeing)

**MAKE**uk  
HR & Employment Law

**MAKE**uk  
Environment,  
Health & Safety