Matt Liggins

Director of Wellbeing

Health@Work

We are

health@work consultancy services; the experts in health, safety and wellbeing, with over 25 years of experience improving health in the workplace.

We can

help your organisation create safe and supportive workplace cultures with healthy, happy staff who perform at their best, reducing absence, staff turnover and the costs of ill-health to improve productivity, engagement and company image.

We do

work with organisations of all sizes and sectors across the country, delivering health, safety and wellbeing services including a wide range of training, audits, events, health checks, consultancy and the Workplace Wellbeing Charter

Workplace Wellbeing Charter

The Workplace Wellbeing Charter is a national award to assess health, safety and wellbeing in the workplace.

The Charter provides a framework to help workplaces create an environment that supports good health and wellbeing.

Each of the eight topic areas is awarded Commitment, Achievement or Excellence for benchmarking.

Leadership

Absence Management

Health & Safety

Mental Health

Smoking

Physical Activity

Healthy Eating

Alcohol & Substance Misuse

The process

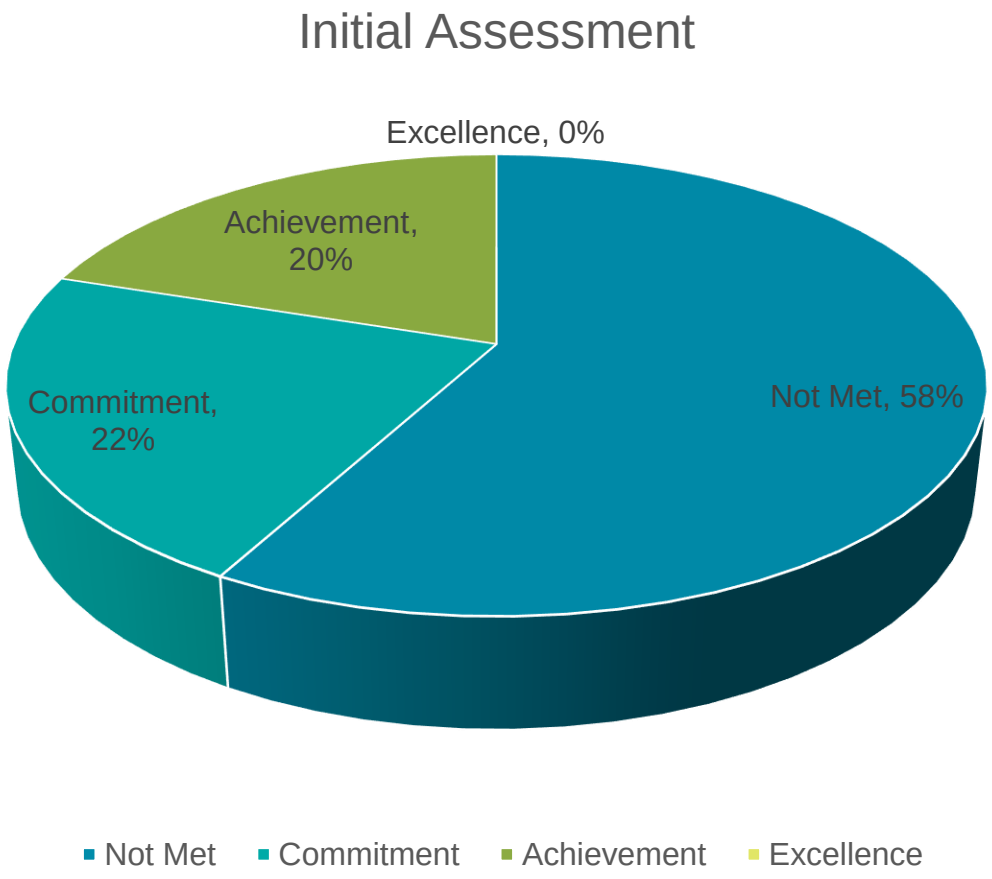
Self Assessment – use our free tool on www.wellbeingcharter.org.uk

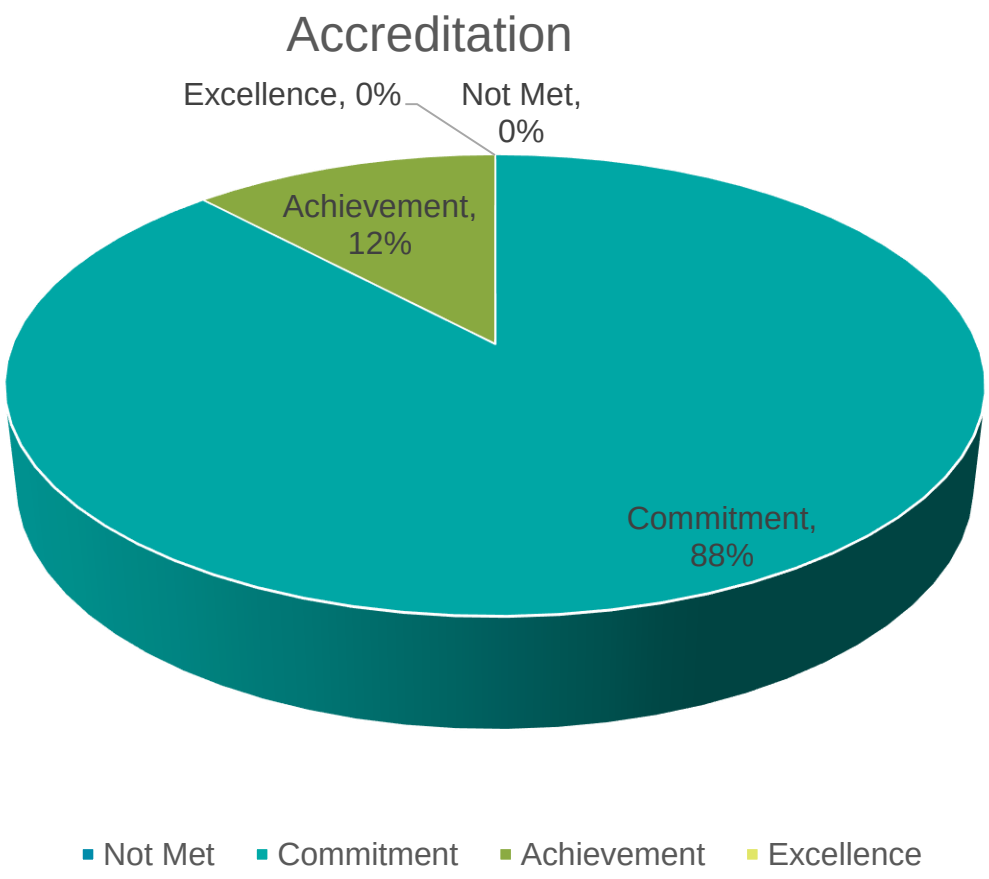
Support – help, advice, consultancy, action planning, resource packs, training

Accreditation – evidence review, tour of site, staff interviews

Recognition – post assessment report, certification, awards, publicity, valid 2 years

Charter Mental Health Stats





Mental Health Standards

	Commitment	Fully Met	Partially Met	Not Met
MH1	Provide information to employees to reduce the stigma around mental ill-health.			
MH2	Provide information about mental health and well-being, including work-related stress, and additional further information readily available to staff at all levels.			
MH3	The organisation ensures that employees are made aware of their legal entitlements regarding working conditions.			
MH4	The organisation has implemented a mental wellbeing policy that follows the principles of the Health and Safety Executives Management Standards for Stress.			
MH5	Ensure employees are aware that mental health and well-being issues are valid and people seeking to address these issues are fully supported by the organisation at all levels.			

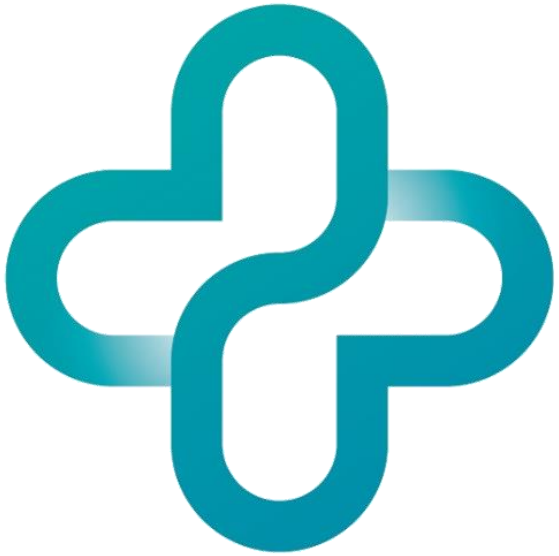
Mental Health Standards

	Achievement	Fully Met	Partially Met	Not Met
MH6	Mental health management training is able to be accessed to help managers identify employees with potential issues.			
MH7	The organisation has an individual performance review system in place. This allows employees to comment on work related and personal issues that affect their performance and enables training needs to be identified.			
MH8	The organisation has a protocol in place for the use of risk assessments to prevent stress. This is conducted on an individual and organisational level and is regularly reviewed.			
MH9	Education and development opportunities are routinely available to managers and staff to enhance their skills and knowledge around workplace mental health issues.			
MH10	The organisation provides appropriate avenues of communication to keep staff at all levels informed of changes.			

Mental Health Standards

	Excellence	Fully Met	Partially Met	Not Met
MH11	A mental health and well-being strategy/stress prevention strategy is in place and followed. This should highlight the promotion of mental wellbeing to the organisation and address investment in the mental wellbeing of the workforce.			
MH12	Mental health awareness training is available for all employees and it has been delivered to the majority of employees			
MH13	Staff consultations/surveys take place that seek information on the mental wellbeing of staff and also covers working conditions, communication, work life balance, cost of living wage, staff support and work related or other causes of stress, with action plans drawn up to address major issues.			
MH14	The organisation provides a confidential support service in-house or externally to individuals who come forward with a problem.			
MH15	Ensure organisational and individual change is accompanied by support, information or targeted intervention programmes e.g. retirement, redundancy planning.			
MH16	Social support groups, volunteering and out-of-work activities are actively encouraged and supported by the organisation.			

THE WORKPLACE
WELLBEING
CHARTER



HEALTH
@WORK

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