Beat Wellbeing Statement 2025

WELLBEING STATEMENT

Beat understands and recognises the importance of good employee wellbeing. We realise that wellbeing is affected by all aspects of our working lives at Beat and we should focus on five key areas in order to provide the best work-life experience possible.

Through this we aim to create a sense of belonging, an environment and culture based on shared values, trust, recognition and encouraging personal development. We want to embed positive wellbeing across Beat to make it a good place to work and to be yourself.

Below are the five key areas of wellbeing with some of the actions we already have in place:

Contributors to good workplace wellbeing	Actions already in place
Good relationships: Communicating Knowing one another Sharing purpose	· CEO monthly update · Team days · Monthly all staff meeting to share team news etc. · Use of Yammer to praise/share · Wellness Weds. via Teams – open chat · Three f2f management forum meetings each year · Exec Drop in sessions · Values driven organisation
Good Managers: Asking & listening Role-modelling Valuing people skills	· Management Principles · Use of '5 Dysfunctions' book as a role model · Managers trained in increasing Psychological Safety · Action Learning Sets · Management Forum Events · Giving praise & recognition · Regular team catch ups · Support with prioritising work (via 1-1s)

High Quality Jobs: Designing quality jobs Developing people Getting the basics right	• Flexible working options • 4 day week (for most) • Induction training • 10% L & D time • Monthly 1-1s • Quarterly review cycle • Staff Forum • Staff suggestion box online • Annual staff engagement survey • Volunteer/Study leave • Contractual annual leave on top of stat. entitlement – all encouraged to take leave • Managing Energy Sessions
Help if you're struggling: Identifying issues early Being supportive Signposting to help	• Two MHFAs • Two managers trained on Mental Health awareness • HR 'open door' • Clinical supervision • Mental Health Policy • wellbeing@ email for support • BUPA Employee Assistance Programme • Occupational Health Assessments • Access to Work assessments
Health/wellness promotion: Raising awareness Preventing problems Learning together	• Annual Leave above the statutory requirements • Taking of regular breaks encouraged • In most cases, autonomy to manage own diary • Monthly 1-1s and reviews enable conversation about workload • Focus on annual 'awareness days' to provide info/resources • Wellbeing pages on the intranet • Beat Wellness Action Plans • Access to 'Blue Light Card' Scheme • Access to cashback scheme via https://www.charityworkerdiscounts.com

Beat knows there is always more to do and continues to review existing measures while looking to add new ones as the charity evolves. The HR Team lead on implementing many of the new actions but responsibility for wellbeing sits with everyone, at all levels and in all roles and by working together we make the biggest difference.