

NEW WORLD OF WORKPLACE WELLBEING

AAB **PEOPLE**

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There is no doubt that wellbeing was at the forefront of everyone's mind during the height of the COVID-19 pandemic and beyond. However, as we acclimatise to a new world of work, it is important to consider how your wellbeing strategy may need to adapt and change to fit.

Workplace Culture and Wellbeing

It is important that staff can see that wellbeing is being taken seriously and that a culture of wellbeing is embedded throughout the organisation. There are a few simple steps employers can take to do this.

- Regularly share useful resources in emails or newsletters. Be mindful that some people may need regular reminders or encouragement.
- Make it clear who staff can turn to, particularly if they need mental health support. Managers may be an obvious choice, however, consider whether having staff trained as Mental Health First Aid training across different levels of the organisation would be beneficial.
- Promote wellbeing culture from the top down. It is important that senior leaders encourage staff to talk about wellbeing and show that it is okay to ask for help.

Practical Steps for Promoting Wellbeing

The above points form the basis of promoting wellbeing culture within an organisation but in order to maintain progress, it is key that organisations continue to promote wellbeing on an ongoing basis, through different initiatives. Below are some ideas for activities or measures that can help promote wellbeing:

- Regularly promote wellbeing benefits that are available to staff, such as an Employee Assistance Line
- Set up fitness challenges to encourage people to get moving – a walking or step challenge is accessible and encourages employee engagement
- Regularly monitor annual leave data to make sure staff are using their allowance across the year
- Schedule regular wellbeing check-ins so employees have the opportunity to talk

GET IN TOUCH

If you have any questions, or would like further support, please get in touch with Georgia Wilson by calling 0141 221 2984 or by email at georgia.wilson@aab.uk.