

# Employee Wellbeing Solutions

Our workplace wellbeing solutions are designed to improve employee health and wellbeing whilst contributing to better business performance.





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# Welcome to Westfield Health

Wellbeing in the workplace is no longer a 'nice to have' benefit for your employees, it's also a benefit for your business.

Studies have shown a direct link between employee wellbeing and performance, with evidence showing a healthy and happy workforce is more productive, motivated and engaged.

## How we can help

Our workplace wellbeing solutions are designed to improve your employees' health and wellbeing as well as contribute to improved business performance. Your business can benefit in ways such as reduced absenteeism rates, reduced staff turnover and improved productivity.

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, we can help businesses of all types, sizes and budgets.

Many of our wellbeing solutions can be delivered online or in-person and can be tailored to suit the needs of your people and your business.

Sources:

[LSE's Centre for Economic Performance 2019](#), [PSYT 2017](#).

Trusted by  
more than  
8,000  
clients





# Our wellbeing solutions



# Workforce Wellbeing Surveys

A great place to start when planning your employee wellbeing strategy is with one of our workforce wellbeing surveys.

The surveys are delivered online and are designed to get to the heart of the issues affecting your employees' wellbeing at work.

A detailed report will be produced highlighting any health and lifestyle challenges that may affect your employees' experience at work and suggest key areas to focus on in your wellbeing strategy.

- Delivered online
- The survey is fully anonymised
- Includes full visual report of results

Choose from two options:

## Wellbeing Survey

41 questions, taking less than 10 minutes to complete.

## Enhanced Wellbeing Survey

72 questions, taking less than 15 minutes to complete.

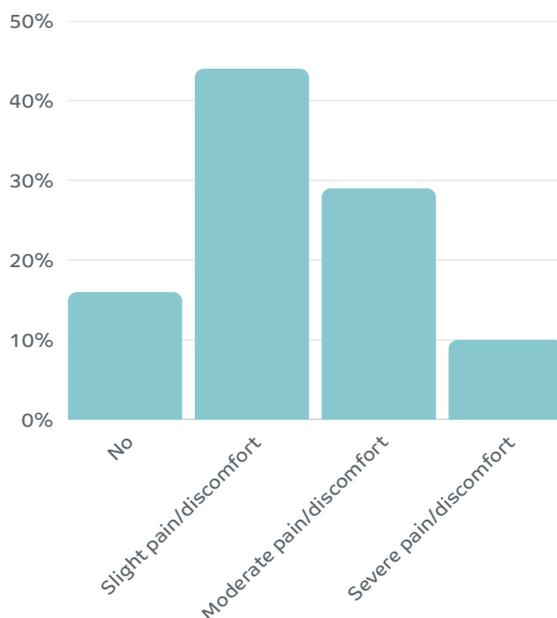
Topics covered in the surveys include:

- Physical health
- Mental health
- Financial wellbeing
- Lifestyle factors (physical activity, diet, smoking and sleep)
- Health related motivators and barriers
- Availability of wellbeing resources

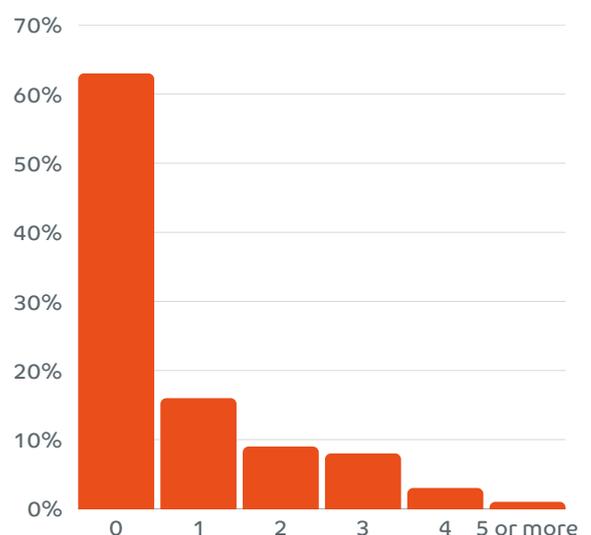
Additional topics are included in the Enhanced Wellbeing Survey: Subjective wellbeing, purpose and engagement, relationships, inclusion, psychological safety and organisational health culture.

## Examples of what is included in the report:

In the past month, have you experienced any musculoskeletal pain or discomfort?



Over the past month, how many times have you sought the help of a professional health care provider for support with your physical or mental health?



# Annual Wellbeing Plan

An annual, easy to access online health promotion resource with monthly videos, podcasts, factsheets and personal training plans.

Your employees will have access to our wellbeing website where they can access videos, podcasts, factsheets and personal training plans for each monthly health topic.

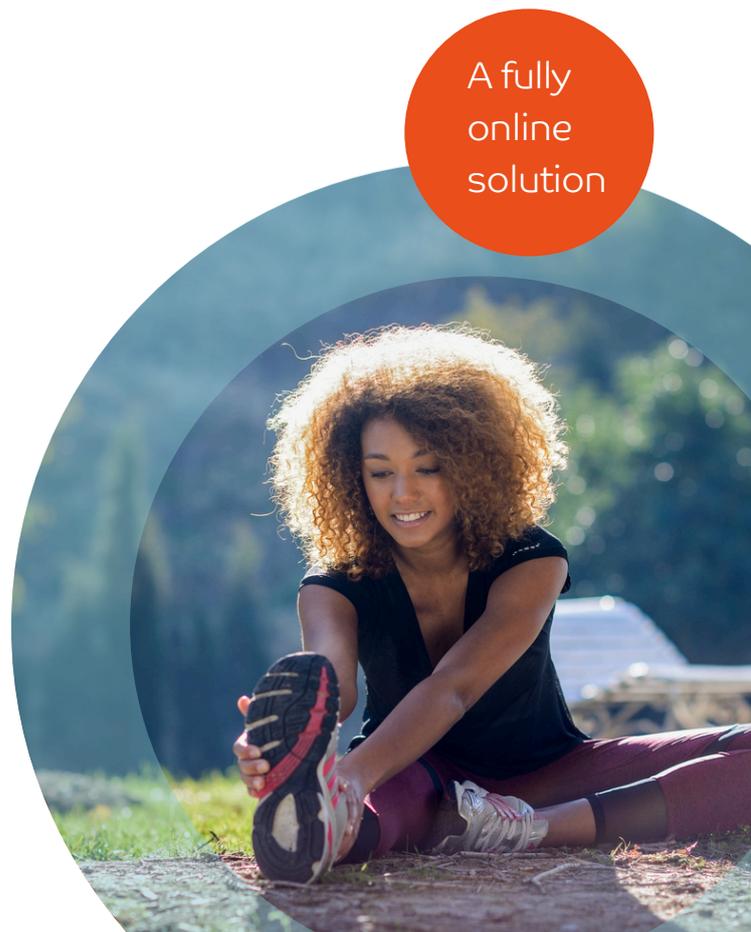
You select the topics that best meet the needs of your business and your people.

We'll also send you campaign announcement text and weekly promotional email templates to help you promote the health topic each month.



- Quick and easy to implement
- The website can be made available to your employees' partners at no additional cost
- Access to a real-time reporting dashboard to analyse the number of page views per health topic

A fully  
online  
solution



# Annual Health Calendar

Monthly campaign toolkits with factsheets, posters and email templates to help you communicate the monthly health topic to your employees.

Health Calendar is a ready-made annual health awareness programme which provides targeted campaigns to engage your people in their health and wellbeing, inspire them to lead healthier lives and look after their mental and physical health.

You select the topics that best meet the needs of your people. Create your own health calendar by choosing 12 topics from our choice of 31 topics and decide which topic you want delivered in each month.

Each month you'll receive:

- Three factsheets
- Top tips poster
- Poster signposting your people to further support
- Campaign announcement text
- Weekly promotional email templates to help you keep your campaign alive

- Remotely delivered
- Quick and easy to implement
- Minimum administrative effort from you

Choose from 31 topics:

- Alcohol
- Back care & posture
- Cancer awareness
- Coping with change
- Coping with pressure
- Diabetes
- Energy
- Exercise
- Healthy ageing
- Healthy eating
- Healthy heart
- Healthy lifestyle
- Healthy weight
- Hydrate
- Managing fatigue
- Menopause
- Men's health
- Mental health
- Mindfulness
- Money, happiness and wellbeing
- Move more, sit less
- Resilience
- Sleep
- Stay healthy on shift
- Stop smoking
- Stroke
- Take care in the sun
- Understanding addiction
- Winter health
- Women's health
- Work life balance



# Employee Wellbeing Webinars & Workshops

A range of webinars and workshops to support your employees' mental and physical health. The sessions aim to build their confidence through development of skills and techniques and ensure they are engaged and productive at work.

Available as one-off sessions or as a series of sessions tailored to your business' needs to complement your wellbeing strategy.

- Delivered online or in person as on-site workshops, so you can reach many employees at once
- Live webinars can be recorded for an additional fee
- Pre-recorded versions available

## Work well

- Dealing with uncertainty
- Thriving in the new normal
- Realigning time, energy and effort
- Dealing with pressure
- Working from home
- Maintaining domestic balance
- Thriving through change
- Staying healthy on shift
- Back care and posture
- Managing fatigue
- Healthy ageing
- Move more, sit less
- Managing the menopause

## Live well

- The power of your first hour
- Optimal rest and recovery
- Lower your blood pressure without medications
- Wellbeing goal setting
- Gut health
- Healthy habits and wellbeing rituals
- Financial wellbeing
- Know your numbers
- Optimising sleep
- Money, happiness and wellbeing
- Achieving a healthy weight
- Alcohol awareness
- Cancer awareness
- Safe start to exercise
- Energy for life
- Take care in the sun
- Nutrition and healthy eating
- Physical resilience
- Pacing life
- Keep properly hydrated
- Keep fighting fit in winter
- Boosting your immune system
- Smoking cessation
- Healthy heart
- Diabetes awareness
- Men's health
- Women's health

## Think well

- Stronger together
- Dealing with anxiety
- Life balance
- Developing mental resilience
- Mental health awareness
- Introduction to mindfulness
- Applied relaxation
- Emotional wellbeing
- The power of positive thinking
- Suicide awareness
- Understanding self-harm
- Dealing with bereavement
- Understanding addiction
- The benefits of exercise on mental health
- Children's mental health
- Neurodiversity

# Annual Online Wellbeing Programme

You can combine our Health Calendar modules with our wellbeing webinars to create an annual online wellbeing programme.

Choose from our quarterly or monthly webinar package, depending on what suits your needs.

- Remotely delivered
- Quick and easy to implement
- Minimum administrative effort from you

## How does it work?

1. For each month, choose the health topic that is important to your people.
2. Choose a wellbeing webinar related to the health topic (4 or 12 webinars throughout the year depending on which package you choose).
3. Each month we'll send you a campaign toolkit, which you can use to communicate to your workforce and raise awareness of the health topic.
4. We'll arrange the live wellbeing webinar for a time and date to suit you.

## What's included?

For each monthly topic you'll receive:

- 4x email templates
- 3x PDF factsheets
- 2x posters

Plus either:

- 12x wellbeing webinars (monthly package)
- 4x wellbeing webinars (quarterly package)

## Example calendar of monthly health topics and webinars:

Westfield Health			
January	February	March	April
 <p>Dry January Month Health topic: Alcohol Awareness</p>	 <p>World Cancer Day Health topic: Cancer Awareness</p>	 <p>Debt Awareness Week Health topic: Money, Happiness &amp; Wellbeing</p>	 <p>Stress Awareness Month Health topic: Coping With Pressure</p>
May	June	July	August
 <p>Mental Health Awareness Week Health topic: Mental Health</p>	 <p>Healthy Eating Week Health topic: Healthy Eating</p>	 <p>Staying Healthy In Summer Health topic: Take Care In The Sun</p>	 <p>Cycle To Work Day Health topic: Exercise</p>
September	October	November	December
 <p>Know Your Numbers Week (Blood Pressure) Health topic: Healthy Heart</p>	 <p>World Menopause Day Health topic: Menopause</p>	 <p>International Men's Day Health topic: Men's Health</p>	 <p>Staying Healthy In Winter Health topic: Winter Health</p>

# Mental Health First Aid Courses

Certified by Mental Health First Aid England®, our online or in-person courses are designed to raise awareness of mental health and reduce the stigma around mental health issues. The courses will give your employees the knowledge and confidence to support someone who is experiencing mental distress.

Mental Health First Aid (MHFA®) is the mental health equivalent of physical first aid.

By embedding Mental Health First Aid training into your wellbeing strategy, you'll be helping to create a positive culture, encouraging people to talk more freely about mental health, reducing stigma and promoting early intervention which aids recovery.

## Certified MHFA courses (for 8 - 16 learners)

### Mental Health First Aid

A two-day in-person course or delivered online via four sessions over a two-week period, this course will qualify learners as MHFAiders.

### Mental Health Skills for Managers

A four-hour in-person or online course ideal for people managers. This course gives managers the confidence to have conversations about mental health with their team.

### Mental Health Aware

A four-hour in-person or online course designed as an introductory session to increase mental health awareness and help reduce discrimination.

### MHFA Champion

A one-day in-person or online course. Aimed at leaders, to create a network of MHFA Champions and help to build a mentally healthy workplace.

### Youth Mental Health First Aid

A two-day in-person course or delivered online via four sessions, this course will qualify learners as Youth MHFAiders and is ideal for those supporting young people.

### MHFA Refresher

Recommended to take every three years. A four-hour in-person or online course aimed at MHFAiders or Champions to refresh their skills and update their knowledge.

We also offer one-hour MHFA check-in sessions (6 – 12 learners). These are online sessions for MHFAiders or Champions to share best practice.

“ I came away from the course not only more confident in speaking to my team about mental health, but also with a good understanding of how to start difficult conversations. I would recommend this course for all managers. ”

Manager at Haltermann  
Carless UK, Mental Health Skills for Managers course attendee

- Delivered online or in-person
- Book individual places or courses exclusively for your employees
- MHFA Wales and MHFA Scotland courses are also available

# Health and Lifestyle Screenings

Health assessments designed to give your employees the insight to make informed lifestyle decisions.

Our health and lifestyle screenings allow your people to take a proactive approach to health and wellbeing and reduce health risks.

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.

- Confidential 1-2-1 appointments with an experienced wellbeing coach
- Personal reports for each employee along with advice for making positive lifestyle changes
- High level report showing participation levels and your overall organisational health profile

What's included	10-minute MOT check Up to 36 appointments per day	15-minute health check Up to 28 appointments per day	20-minute lifestyle check Up to 20 appointments per day
Blood pressure	✓	✓	✓
Total cholesterol	✓	✓	✓
Blood glucose	✓	✓	✓
Height, weight and BMI	✗	✓	✓
Body fat percentage	✗	✓	✓
Visceral fat	✗	✓	✓
Resting heart rate	✗	✗	✓
Muscle percentage	✗	✗	✓
Metabolic rate	✗	✗	✓
Exercise behaviour	✗	✗	✓
Lifestyle satisfaction questions: <ul style="list-style-type: none"> <li>• Daily stress levels</li> <li>• Work/life balance</li> <li>• Daily energy levels</li> <li>• Sleep</li> </ul>	✗	✗	✓

# Active Spaces, Exercise Classes and Gym Management

Scalable and flexible solutions to suit your business. From supporting your remote workers with digital solutions to transforming a small area into a movement or reset and recovery space, all the way up to fully-managed gym facilities or outdoor exercise spaces.

Active Spaces encourage your employees to move more and perform at their best.

We can create an Active Space in any size room or area and we'll work with you to design a bespoke solution to suit your business and the size of space you have available.

We'll also work with you to design a programme that makes wellbeing accessible to all your employees, supporting both remote and hybrid workforces. Your employees can access inspiring and engaging wellbeing content through our digital platform, which includes on demand fitness, nutrition, community and wellbeing resources.

- Digital and in-person options
- Scalable and flexible solutions to suit your business
- Indoor or outdoor - we can help you create an Active Space in any size room or area

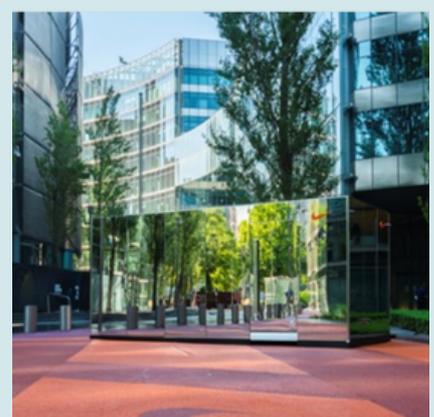
## Examples of Active Spaces:



Small space



Spin studio



Outdoor gym box

# 1-2-1 Coaching for Senior Leaders, Managers and Employees

## Executive and manager coaching

A series of 1-2-1 coaching and mentoring sessions for leaders and managers delivered by our senior wellbeing coaches.

Our senior executive and manager coaching and mentoring sessions are designed to develop your leaders' resilience and personal wellbeing, in order to enhance their performance as leaders and improve team effectiveness.

The delivery of programmes is customised to meet the needs and requirements of each individual organisation and to fit seamlessly within an organisation's existing personal development training for its leaders and align with existing cultures.

Our programmes are run by psychologists and wellbeing professionals with many years of combined experience, applying both psychological and physiological strategies to meet the needs of business leaders and managers.

## Employee coaching

Online or in-person group coaching sessions or 1-2-1 lifestyle consultations for your employees.

Employees will develop a greater self awareness of their health and wellbeing as well as practical tips and actions to incorporate into their daily lives.

### Group coaching sessions:

- Interactive format
- Practical and create thought provoking discussion
- Handouts and exercises included

### 1-2-1 lifestyle consultations:

You select the topic and we work with you in creating the format for the day based on the length of appointments and/or the number of appointments you want to offer on the day.

Sessions can be delivered as a stand-alone service, or as a follow up support service to webinars and group coaching services.



- Delivered in-person or online
- Enables personal development to improve leadership capabilities
- Sessions are tailored to meet the needs of your employees and your business

# Decompression Sessions

Delivered in small groups or on a 1-2-1 basis, decompression sessions are a proactive way to help prevent the build up of pressure and identify escalating symptoms of stress and distress before they become debilitating.

The sessions allow your employees to take time out for themselves. Attendees will learn how to 'deal with unfinished business' and let go of the things they can, consider alternative ways of dealing with pressures and renew their energy to carry on thriving.

## Employee benefits:

- Shows your employees that they are valued by your organisation
- Research suggests it improves job satisfaction and self-efficacy

## Organisational benefits:

- Higher employee satisfaction
- Decreased staff turnover
- Improved interface with customers and clients

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# Healthy Lifestyle Day

High impact events to raise awareness of important health topics and encourage your employees to make healthier lifestyle choices.

The event takes place on-site at your organisation and can be customised to meet your requirements.

## Key features:



Health checks



Wellbeing workshops



Online health resource



Promotional collateral



# Health Leadership Training

CPD certified webinars designed to improve the personal performance of your leaders and senior managers.

Our Health Leadership Training is designed to empower cultures of wellbeing. Getting your managers to lead by example will, in turn, help to improve employee wellbeing and productivity.

## Webinar modules included in the Health Leadership Course:

### Developing high energy teams

Helping leaders to create a working environment where their teams can thrive under pressure.

### Managing your team's performance under pressure

Building resilient leaders to support their teams.

### Developing team resilience and mental health

Teaches leaders how to build and support the mental resilience of their team to enable them to perform at their best.



## Additional Health Leadership webinars available:

### Developing resilient leaders

Developing managers' resilience to support their teams in building their resilience.

### Developing a team's emotional resilience

Developing emotional intelligence to increase the engagement and performance of teams.

### Mental health awareness

Helps managers to promote mental health awareness in their teams.

### Handling difficult conversations

Assisting those responsible for dealing with difficult circumstances to achieve the best possible outcomes for all concerned.

### Managing the menopause

Helping to increase awareness of the menopause and how it can impact on women's working lives.



Delivered online via webinars or as in-person workshops



Book individual places or courses exclusively for your organisation



Help leaders to get the best performance from their teams

# Employee Assistance Programmes

## Healthy Extras

Combining four key services to ensure your employees have access to a GP 24/7, confidential guidance on medical, legal or domestic issues, a strong mental health provision and Westfield Rewards to make their money go a little further. Plus, the option to include additional services.

Key services included:		Optional extras:	
<b>DoctorLine™</b>	24/7 telephone access to a practising UK GP.	<b>Eldercare Advice</b>	Advice on navigating the care system, finding care homes and more.
<b>24 Hour Advice &amp; Information Line</b>	Confidential guidance on medical, legal or domestic issues.	<b>Gym Discounts</b>	Save on membership at selected gyms, leisure centres, bootcamps and studios.
<b>Togetherall</b>	A safe online space to get the support you need, in confidence.	<b>Structured Counselling Sessions</b>	Up to six sessions of structured counselling delivered via telephone, online or face-to-face.
<b>Westfield Rewards</b>	Discounts and special offers at hundreds of retailers, restaurants and destinations.		



- Registration and access is easy via an online portal
- Services available immediately from date of registration
- No medical required to join

# Employee Assistance Programmes

## EASE

A freephone telephone Advice and Information Line available 24 hours a day, 365 days a year. Your employees can access confidential advice from a team of friendly, qualified Counsellors, Medical Advisors and Lawyers.



- Low cost
- Service available immediately from date of registration
- Includes access to an Employer Support Helpline

### The service includes:

- Up to six sessions of counselling (delivered via telephone, online or face-to-face)
- Access to the Wisdom app for online tools and wellbeing resources
- Telephone counselling available 24/7

#### Telephone counselling

Counsellors are available 24/7 to help with issues such as stress, family difficulties, money management, anxiety, bereavement and problems at work.

#### Structured counselling

If a counsellor thinks it will be beneficial, your employees can have up to 6 sessions of counselling in a 12 month period.

#### Legal information

Free telephone legal advice on a range of issues, including consumer disputes, property, motoring, debt, matrimonial, welfare benefits and wills and probate.

#### Health & wellbeing information

Nurses can provide information on a range of health and lifestyle issues such as medical symptoms, patient rights, childhood illnesses, disability aids, diet, exercise and baby and child development.

# What our customers say about us



Fellowes UK introduced a wellbeing working party in 2019, which resulted in the implementation of several long-term benefits to support the health and wellbeing of our employees. We chose to partner with Westfield Health to ensure that we are taking a strategic approach to supporting our employees' wellbeing.

We recently held employee webinars on a number of key topics, delivered by the Westfield Health Coaches, and these were well received by our employees.

Our webinar topic recommendations would be: dealing with uncertainty, positive thinking, mindfulness, work life balance, mental health awareness and working from home.

**UK HR Manager, Fellowes**

We wanted to ensure our sickness absence levels were as low as possible and since choosing the Westfield Health products they remain below 5%.

We've seen year on year uptake in our health cash plan and we are close to the target of almost one claim per employee. The self-referral support via the 24/7 confidential counselling service is popular with our employees. We have also provided training support for our mental health first aiders and our managers through webinars and coaching sessions.

Westfield adopts a true partnership approach with employers, really understanding your goals around wellbeing, offering ongoing support and advice to keep your health and wellbeing agenda alive.

**People Director, Halo Leisure**



# What our customers say about us



We worked with Westfield Health and their Knowledge Transfer Partnership (KTP) to help understand where we were as a business in the context of wellbeing and, importantly, what our people need. This work has been a revelation.

Today, wellbeing is firmly ingrained in the whole business operation — from our onboarding process for new colleagues to those who have been with the business for years. Our wellbeing programme has had a measurable, positive impact upon the working and personal lives of our colleagues.

The success of our wellbeing programme is not just down to the commitment of us as a business, it is particularly because of the relationship that has been built with Westfield Health. Through their professionalism, knowledge, understanding of our business and the trust they engender, Westfield Health have helped to create a true partnership.

**Commercial & Enterprise Director,  
Exemplas Ltd**



**Industry:**  
Professional  
advisory  
services and  
training





## Start your workplace wellbeing journey today

0345 602 1629

[businessenquiries@westfieldhealth.com](mailto:businessenquiries@westfieldhealth.com)

[westfieldhealth.com/business](https://westfieldhealth.com/business)

Or speak to your Westfield Health and  
Wellbeing Consultant

Westfield Health is a registered trademark.  
Registered Office: Westfield House, 60 Charter Row, Sheffield S1 3FZ.  
Telephone 0114 250 2000.

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