

# Health & Wellbeing in the workplace

Creating happy, engaged, productive teams





# Welcome to Forrest Health & Wellbeing

Helping your business thrive through positive employee engagement and wellbeing in the workplace.

Forrest Health & Wellbeing is part of the Forrest Group. It sits alongside ForrestHR and Forrest Training Academy, which together offer the full suite of support, tools and guidance required to grow your business through effective, positive and productive people management.

Over her 20-year career in Corporate HR, Forrest Group's Founder & Managing Director, Sophie Forrest, has always recognised and championed the need for organisations to look

after their staff in all areas, not just financially, and invest in their employees' health and wellbeing. This passion was finally realised in the launch of Forrest Health & Wellbeing.

Our unique approach is inclusive and collaborative, working closely with businesses and their staff to understand their needs and wishes to build an individually tailored health and wellbeing programme that will have a positive impact on internal engagement.



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# The importance of Health & Wellbeing in the workplace.

Investing in your employees' Health & Wellbeing is vital for the success of any company. Happy employees equal productive employees.

Staff who are stressed, run down, disillusioned or marginalised will not only exude lower morale but could also lead to higher employee turnover and recruitment costs.

Employee health and wellbeing programmes were traditionally the preserve of larger companies and initially viewed as 'job perks'.

However, embedding an employee health and wellbeing strategy that encourages optimal physical and mental health is now proving to be on most business owners' radar.

To promote this, Forrest Health & Wellbeing offer two bespoke programmes, delivered by industry experts, to help business owners support their employees in all aspects of life and encourage positive engagement within the workplace.



**1 in 4**

people suffer with mental health conditions every year, yet 75% receive no treatment.<sup>1</sup>



**£1,300**

Every year it costs businesses £1,300 for each employee whose mental health needs are unsupported.<sup>2</sup>

***“How would mental health training supported by a wellbeing strategy benefit my business?”***

**84%**

of Line Managers believe they are responsible for employee wellbeing, but only 24% have received training.<sup>3</sup>



**£100bn**

The annual impact to the economy is estimated to exceed £100 billion.<sup>4</sup>

Sources: 1 - Mental Health First Aid England – Mental ill health in the workplace. 2 - Centre for Mental Health. Mental health at work: The business costs ten years on 2017. 3 - Business in the Community. Mental Health at Work Report 2017. 4 - Department of Health Annual Report of the Chief Medical Officer 2013: Public Mental Health Priorities: Investing in the Evidence.

# Transformational programmes, delivered by industry experts.

Forrest Health & Wellbeing offers an individually tailored service, delivered by well-respected organisations and individuals that lead the way in their field of expertise.

It is a complete and proactive approach to giving your staff support in all the areas of their life that can cause them stress and contribute to poor wellbeing, which can impact on their performance at work.

Our complementary programmes will give you indepth insight and understanding of your employees' health and wellbeing, then provide you with the support and tools to build on the recommendations to create a more engaged, loyal and productive workforce.

If you're already committed to putting health & wellbeing at the core of your business, dive straight into our Champions' programme. But if you're feeling your way, our Introductory programme will enable you to start making positive changes.



## #1 Introduction to Health & Wellbeing

An introductory programme to help you understand and manage your employees' Health & Wellbeing in the workplace.

Our unique six-stage approach - including management interviews and engagement surveys - enables us to understand the health and wellbeing strengths and challenges within your organisation to recommend an action plan to build a stronger team.



## #2 Health & Wellbeing Champion

A comprehensive 12-month programme combining workshops, presentations and activities to optimise the Health & Wellbeing of your staff, based on the unique requirements of your business.

From mental and physical health, to diet, medical tests and financial planning, we have the experts to deliver the support your staff need to reduce their stress and boost their confidence.

Programme #1

# Introduction to Health & Wellbeing

## A Health & Wellbeing MOT to position your business for success on the road ahead.

This introductory programme will give you and your employees a better understanding of Health & Wellbeing in the workplace. Delivering insights into the current strengths and challenges within your organisation, it also provides practical tools for business owners, managers and staff to achieve better mental and physical health both at work and home.

The programme is based around our unique six-step approach starting with research, moving to analysis and resulting in subsequent recommendations of short-term health and wellbeing initiatives that can be implemented by the business to make a positive impact on the overall health and wellbeing of staff.

Our six-step approach:



Step 1  
Interview



Step 2  
Survey



Step 3  
Review



Step 4  
Recommend



Step 5  
Implement



Step 6  
Track & Measure

***“The programme is based around our unique six-step approach.”***

See overleaf



## Our six-step approach



### Step 1 Interview

Interviews are held with the senior executive team to gain their feedback and understanding of health and wellbeing in the workplace.



### Step 2 Survey

We undertake an online employee engagement survey focusing on health and wellbeing, which is sent to all staff. The purpose of the survey is to give everyone the opportunity to contribute to the health and wellbeing programme that will be developed for the business.



### Step 3 Review

On completion of the senior executive interviews and employee engagement survey, the data is collated and analysed. The findings are presented back to the business in a bespoke 'Findings Report'.



### Step 4 Recommend

Based on the information within the Findings Report, we will provide recommendations of several short-term health and wellbeing initiatives that can be implemented to enhance employee health and wellbeing and increase engagement.



### Step 5 Implement

Approximately three short-term initiatives will be recommended for implementation during a 'Health & Wellbeing Week' delivered as 'Lunch & Learn' sessions. Although we feel this approach best achieves the end goal of staff engagement, we can propose alternative ways to implement the sessions if this would not be considered suitable for the working environment.

As an example, these initiatives could include:

- Physical Fitness
- Health & Nutrition
- Estate Planning & Advice
- Financial Planning & Advice
- Mental Health Awareness
- Stress Management
- Yoga & Pilates Taster Sessions
- Dealing with Menopause



### Step 6 Track & Measure

At the conclusion of the programme, it is important for us to receive constructive feedback from the end users on the delivery of the programme. It is hoped that the business and their team will take away some meaningful education and insight.

### WHAT OUR CLIENTS SAY...



***"The whole package was impressive - with so much thought and research"***

**Denise Airey, Director of Airey Miller, an affordable housing consultancy, explains why her company signed up for Forrest Health & Wellbeing's support, and the benefits the company has seen from it.**

"Forrest Health & Wellbeing have carried out a staff survey and delivered some of their presentations to our staff. The whole package was impressive – with so much thought and research having gone into it.

The feedback from the staff survey was very good; we have lots of quality control systems in place, but they're all very corporate and the staff had never had anything like this before, when the company was being examined in this dimension and they were being asked about themselves as people."

**Denise Airey**  
Director

Programme #2

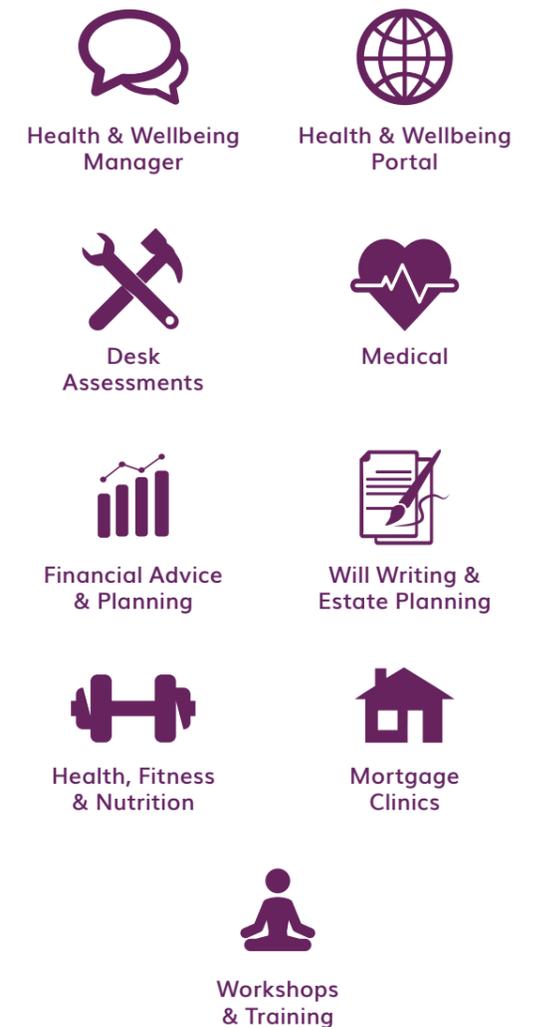
# Health & Wellbeing Champion

## A 12-month process to embed Health & Wellbeing as a core part of your business.

The Champion Programme is for employers who not only take the Health & Wellbeing of their staff very seriously but are “Champions” in this field and proudly want to promote their dedication to their staff and future employees, incorporating the concept as part of their core values.

The programme includes activities, presentations, workshops, demonstrations, medical tests and competitions plus access to online support tools.

Upon commencing the programme, the business will be provided with a selection of branded logos to display on their website, social media and any other relevant marketing or advertising materials.





### Health & Wellbeing Manager

Your own dedicated Health & Wellbeing Manager to support the business throughout the 12-month programme. Your H&W Manager will be on hand to answer any queries and ensure the programme remains on track and beneficial to all.

The H&W Manager will also manage the process of launching the online Health & Wellbeing portal into the business and provide bespoke ongoing support to ensure the portal is a success.



### Health & Wellbeing Portal

"Fuse" is an online platform that enables individuals to be productive at work and home by delivering a digitised health and wellbeing experience to increase employee engagement and productivity by focusing on the physical and mental wellbeing of your team.

The key capabilities of Fuse include:

- Corporate Challenges
- Lifestyle Questionnaires
- Goal Setting
- Health & Wellbeing Experts



### Desk Assessments

In line with the Health and Safety Executive (HSE), our experts will not only review your workspace to ensure the organisation is compliant with appropriate legislation, but also provide the team with ergonomic training beyond the scope of legislation. Our practical reviews combined with training ensure that risk is minimised, whilst also giving your team the tools to be more productive, happy and healthy.



### Mortgage Clinics

Buying and selling property is one of the most stressful things your staff can go through. We help reduce anxiety by providing one-to-one meetings with expert mortgage advisers to answer their questions to give them greater confidence through the process. We can also provide short talks within the workplace to help staff navigate their way onto and up the property ladder; topics include "Buying your first home - where to start!" and "Finding the right mortgage for you - flexible options to help you achieve your dream home".



### Medical

It's hard for staff to be productive when they're not firing on all cylinders, so we provide access to medical experts for assessment, prevention and treatment to address and support health issues. The result? Healthier, happier staff.

Services include:

- Flu jabs
- Blood tests
- Superior medical assessments to review heart age, cholesterol levels, BMI and liver function
- Steroid injections for allergy sufferers
- Covid tests
- Access to a private GP



### Financial Advice & Planning

Money worries are known to cause stress, sleeplessness and mental health problems. Our financial planning experts educate and guide staff to help them become confident financial decision makers, so they have one less thing to worry about.

Our financial experts typically cover areas such as:

- Achieving financial health: the concepts of earning, savings and investing
- Achieving your financial goals, such as buying a house or planning retirement
- Protecting yourself and loved ones in unpredictable situations
- Making effective use of allowances to enhance your wealth, e.g. income, pension, inheritance etc
- Understanding investment and how it works



### Will Writing & Estate Planning

Knowing your loved ones are provided for if the worst were to happen can alleviate anxiety. Our Will Writing & Estate Planning experts will give your staff the confidence to know how to protect the best interests of both themselves and their loved ones. Advice includes:

- Wills - Making sure the people of your choice inherit your estate.
- Ensuring your best interests are protected if you can no longer manage your affairs yourself (Lasting Power of Attorney).
- Protecting your assets - how to use Trusts for:
  - Inheritance Tax mitigation
  - Asset protection from care fees assessments
  - Asset protection from sideways disinheritance
- Estate Administration - Assisting family at a difficult and emotional time.



### Health, Fitness & Nutrition

A range of therapies and advice to help your staff be the best version of them - improving mental and physical health and wellbeing. Results include better sleep, more energy and quicker recovery from injury.

Fitness and wellbeing coaching includes pre-booked sessions for pilates, yoga, personal training, mindfulness and relaxation guidance.

Sports support includes sports massage and therapy and expert therapists to assist with injury prevention and management.

Our qualified nutritionists provide an in-depth course to help staff understand how to manage their diet to increase energy levels, support sleep patterns and balance hormones.



### Mental Health Awareness & Stress Management

Mental health problems and stress can destabilise both individuals and organisations. Knowing how to spot potential mental health problems early can lead to a faster recovery and stop them escalating to a more serious level, while effective stress management makes individuals happier, healthier and more productive and teams more coherent and effective.

We provide in-depth workshops to give you and your team the tools to keep yourselves healthy mentally and understand how to support each other. They provide a deeper understanding of mental health and factors that can affect people's wellbeing, sharing practical skills to spot the triggers and signs of mental ill-health.

Stress wreaks havoc on your mental health and emotional equilibrium,



**"Giving you the tools you need to nurture the best from your employees."**



## Want a happier, more engaged and more productive team?

Contact us to arrange a consultation.

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🖱 [www.ForrestHW.com](http://www.ForrestHW.com)

