



Workplace Wellbeing Forum

24th June 2025

Jo Southan, Public Health Delivery Manager

josouthan@warwickshire.gov.uk

www.wellbeing4life.co.uk



| | Time | Title | Presenter |
|--|----------------------|--|-------------------------------------|
| | 09.30 – 09.45 | Welcome, housekeeping & overview | Jo Southan |
| | 09:45 – 10:00 | Get Britain Working – why it matters to employers | Jo Southan |
| | 10:00 – 10:30 | WorkWell for your business | Jo Prosser, Daryl Winkless |
| | 11:30 – 11:50 | Prevention Saves, CPR Rescues – training resources available | Steven Convery |
| | 10:50 – 11:10 | COFFEE BREAK | |
| | 11:10 – 10:30 | Mental wellbeing is a key part of road safety | Shaun Bridle |
| | 11:30 – 11: 50 | Sexual Harassment in the workplace | Safeline – Jenny Cooke/Colin Walker |
| | 11:50 – 12:20 | Health at Work: Prevention is better than cure | Catherine Aldridge |
| | 12:20 – 12:30 | Close and round up | Jo Southan |
| | 12:30 – 13:30 | Networking buffet lunch, visit stalls | |
| | | | |





The Get Britain Working white paper sets out the government's proposals for action and change to tackle economic inactivity and support people into work.

Core Objective = achieve 80% employment rate and reduce economic inactivity across core groups (longterm health conditions/NEET/adults lacking basic skills)

Reform Agenda

- £240 million investment to overhaul employment support.
- New national jobs and careers service focused on skills and long-term career development.
- Health and welfare integration, including reducing NHS waiting lists and preventing illness to help people return to work.
- Youth Guarantee to ensure all young people have access to education, employment, or training.
- System-wide approach to join up services locally and nationally.

5 key areas to note;

- **Focus on Prevention and Workforce Health**
- **Skills and Employment Support Integration**
- **Addressing Labour and Skills Shortages**
- **Economic and Social Impact**
- **Opportunity for Leadership**



Is your recruitment pool open to people with health conditions or caring responsibilities?

How can you encourage healthier environments?

Is your workplace an inclusive environment offering adjustments and flexibility?





What next? Employer Involvement in Local Get Britain Working Plans.

- **Participating in Local Get Britain Working Plans by collaborating with local authorities, health services, and skills providers.**
- **Helping to design and deliver local support offers aligned with labour market needs.**
- **Get involved in the Connect to Work (CtW) Program by provide placements, on-the-job training, and sustained employment opportunities.**
- **Contribute to the review of employer roles in recruitment, retention, and workforce health.**
- **Participate in integrated local partnerships to tailor support to local economic conditions and employer needs.**

Connect to Work programme in Warwickshire, a voluntary, high-fidelity Supported Employment initiative designed to connect work, health, and skills support across the region. This programme aims to help individuals find and fulfil their potential in the workforce, contributing to the Government's mission to kickstart economic growth with good jobs and improved productivity.



CONNECT TO WORK
Funded by **UK Government**



WorkWell

Coventry & Warwickshire

What is WorkWell

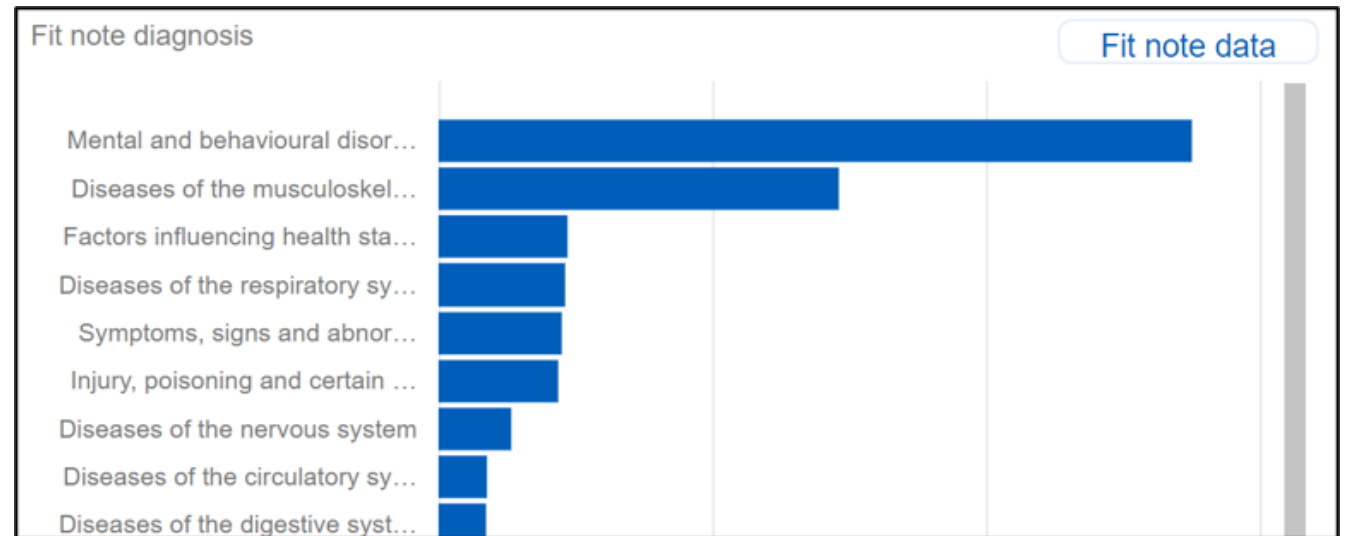
- WorkWell is a service to help people with health conditions to return, remain or succeed in work. It supports people who are recently unemployed, at risk of falling out of work or are on sick leave from work due to their health condition.
- DWP funded programme: 15 Vanguard partnerships across England delivering various models of WorkWell support
- Aim is to align the work and health landscape at local level to support retention or return to employment for individuals with health conditions and/or disabilities. Pilot focus is particularly around earlier intervention

Coventry and Warwickshire WorkWell

According to the Coventry and Warwickshire Mental Health Joint Strategic Needs Assessment, 1 in 5 adults has a diagnosable mental health condition and is at greater risk of unemployment. Leaving work and reaching unemployment after a period of mental health challenges can lead to a rapid decline in both mental and physical health.

Mental Health played the largest part in affecting individual progression in work or a barrier out of work.

Per year - 27,000 individuals across Coventry & Warwickshire are signed off work due to Mental & Behavioural disorders (Data up to 2023):



Benefits to Employee and Employer

Employee:

- Dedicated, one-to-one support from an Employment Support Advisor who will work with the individual to explore their support options and create a *personalised plan* to help them retain their job or to return to work.
- Tailored support may include goal-oriented planning, coaching, connection to local health and community services, facilitated conversations between employees and employers, workplace adjustments, and guidance on employment rights.

Employer:

- WorkWell partners with businesses to create healthier and more inclusive workplaces.
- A stronger wellbeing offer – By promoting WorkWell among your staff and referring employees to the programme, your business demonstrates a proactive commitment to strengthening employee wellbeing and retention.
- Specialist advice on workplace adjustments - Ensuring employees feel supported through reasonable adjustments, which in turn boosts morale, productivity, and staff retention.
- Supporting the retention of staff - A proactive, early-intervention approach to employee wellbeing that helps reduce time off and keeps your team engaged and productive.

Eligibility

- Over the age of 16
- Lives within or is registered with a GP or Jobcentre within Coventry and Warwickshire
- Has the right to work in UK
- Is willing to engage with the Work Well support

Is **currently employed** or at risk of leaving work due to low level mental health challenges or a health-related work barrier and requires support to return to or remain in employment.

or

Has become **recently unemployed** (within the last 6 months) and facing a barrier to return to work due to their mental health or a health-related work barrier.



Personalised support from an Employment Support Adviser to inform and explore all areas of support, including connection to local services and always to compliment any existing in work support offer in place.





Case Scenario Activity

We want to explore your world and ours and the benefits of working together to support individuals

Within your tables, please take 5 minutes to discuss your case study and consider the following questions:

- 1) If this person was an employee in your organisation, what support could be put in place?**
- 2) What are the challenges and barriers that may arise, supporting people in your workplace?**

After 5 minutes we will feedback and discuss your thoughts.

Case study A: Grace's Story

Background

Health: Diagnosis of Depression and Anxiety. Personal circumstances had contributed to the depression and lack of confidence and self-worth. Described feelings of isolation. Was on a waiting list for Mental Health support.

Job: Admin related role, working from home.

Employment Status: Signed off sick for approx. 12 weeks and presenting fit notes from GP.

Grace had become overwhelmed with the thought of returning to work, unable to visualise how it could be different in the future. She was also overwhelmed with the sickness process requirements and had disengaged from employer.

How we helped

Support offered: Person centred support in:

- Confidence building
- Understanding of her options of additional support
- Understanding occupational health assessment process and policies
- Information and understanding of reasonable adjustments
- Coaching to identify strengths, and encourage empowerment

The outcome

Grace benefited from 1:1 time with her Journey Guide:

- Someone who listened and understood her fears and concerns about returning to work
- Provided with information around processes in place and Reasonable Adjustments: aided her to understand what she needed from employer
- Coaching approach to empower and build her confidence to positively re-engage with employer and express what she needed in terms of reasonable adjustments

Grace successfully returned to work after managing positive conversations to identify suitable reasonable adjustments.

Case study B: Sarah's Story

Background

Health: Complex PTSD, Anxiety & Depression, Emotionally Unstable Personality Disorder (EUPD). She has received support from relevant Community Mental Health teams.

Job: Teaching Assistant – recent move to a different class as part of a reasonable adjustment

Sarah's challenges in work:

Managing and processing of information

Recording notes

Feeling overwhelmed with how best to record information to ensure its effectiveness for herself and others

Reasonable adjustments already in place:

Move to a different class

Adjustment to a 'lean' diary – allowing extra space in her diary

Sarah described feeling more distressed due to changed

How we helped

- Offer to contact employer with a view to an unbiased, impartial conversation to understand the full picture and explore solutions to benefit all – Sarah's declined this offer
- Exploration of other specialist services to include Mental Health Support and other specialist in work support programmes (Rethink)
- Support to attend Occupational Health meeting (requested by Sarah). No advocacy during the meeting but emotional support for Sarah to prepare and work through the report – help to process and articulate questions and adjustments

The outcome

Sarah, despite our offer to support with unbiased and impartial conversations with her employer to seek solutions for both sides felt in her words, 'There was too much water had passed under the bridge' and that her confidence in her own ability to do the job and her confidence in her employer was damaged to a point she felt was irreconcilable.

She decided she did not want to explore returning to the role, revealing she had reached a 'financial settlement' with her former employer.

We offered options of support for her to prepare to look for other work, including the offer of referring and connecting her to Rethink, a specialist employment service.



Employee wellbeing directly impacts productivity, engagement, and retention. Early intervention is crucial, therefore, by referring your staff to WorkWell, businesses can prevent issues from escalating, reduce recruitment costs, and retain valuable talent.

How can you work with WorkWell to support your employees and your business?

For more information on how we can help your business or to refer in please refer to:

Website: <https://skillshub.warwickshire.gov.uk/workwell>

Email: cwworkwell@warwickshire.gov.uk

Tel: 02476796463

Please get in touch if you would like to discuss further or request leaflets or further marketing material.

Referral via MS
Forms QR code:

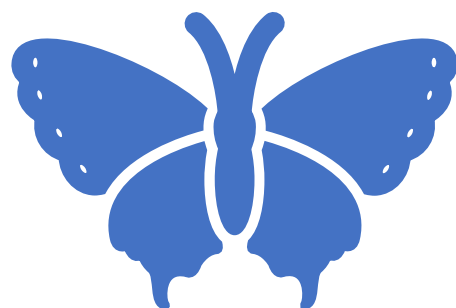


Warwickshire Skills Hub

Innovate, Shape & Create

Steven Convery

Business Skills Support Officer
Warwickshire County Council



Butterfly Effect: 21-Year-Old Ella's Four-Day-Old Training Saves a Rugby Man's Life

The incident happened shortly after 5pm on Friday 04 April 2025 while David was visiting MACK Hair Studios hairdressers, located on Lawrence Sheriff Street. In a fortunate coincidence, twenty-one-year-old Ella McCauley, a staff member at neighbouring bar and live music venue, INSIDE THE 22, had completed first aid training just four days earlier—training that proved critically important in the emergency response.

Skills Escalator

£750 Training and Development Fund

- Micro/small/medium businesses
- Designed to bridge skills gaps and boost growth
- Support staff to upskill
- Support staff to re-skill

Criteria

- Up to £750 per employee
- Maximum of 5 employees per employer (£3,750)



Warwickshire Skills Hub team are there to support with needs analysis and developing and training plan

For further information please contact

Steven Convery

Business Skills Support Officer

Warwickshire Skills Hub

Direct Dial: +44 1926 742 518

Email: stevenconvery@warwickshire.gov.uk

Website skillshub.warwickshire.gov.uk



Please be
back and
seated by
11:10

Mental wellbeing is a key part of road safety

Kate Castle and Fay Cannon



What is work-related road risk?

Work-related road risk refers to the risk your drivers pose or are exposed to when driving as part of their job.



What does road risk mean to you?

Legal Duty of care under the Health & Safety at Work Act:

- The company mustn't do anything that puts drivers at risk
- The company's driving activities mustn't endanger other road users.

Employers must put appropriate policies and procedures in place to ensure that this is so.





Driving for Work **Policy Builder**



How likely is it to happen to me?



Reporting casualties
involving someone
driving for work



Reporting casualties
involving someone
driving for work or
commuting



Less than 1 in 5 of driving for work fatalities
was the person driving for work.

Over 80% were other road users such as pedestrians

Odds of being involved involved in a injury collision driving for work: **1 in 500**

Source: Department for



Work-Related Road Risk, Mental Health, and Wellbeing.

HSE says there are over

776k

workers in the UK suffering from work-related stress, depression or anxiety



Leading to

16.4m

lost working days



In 2023-24

46%

of all work-related ill health was due to stress, anxiety, or depression



According to MIND

1 in 4

people experience a mental health problem each year.



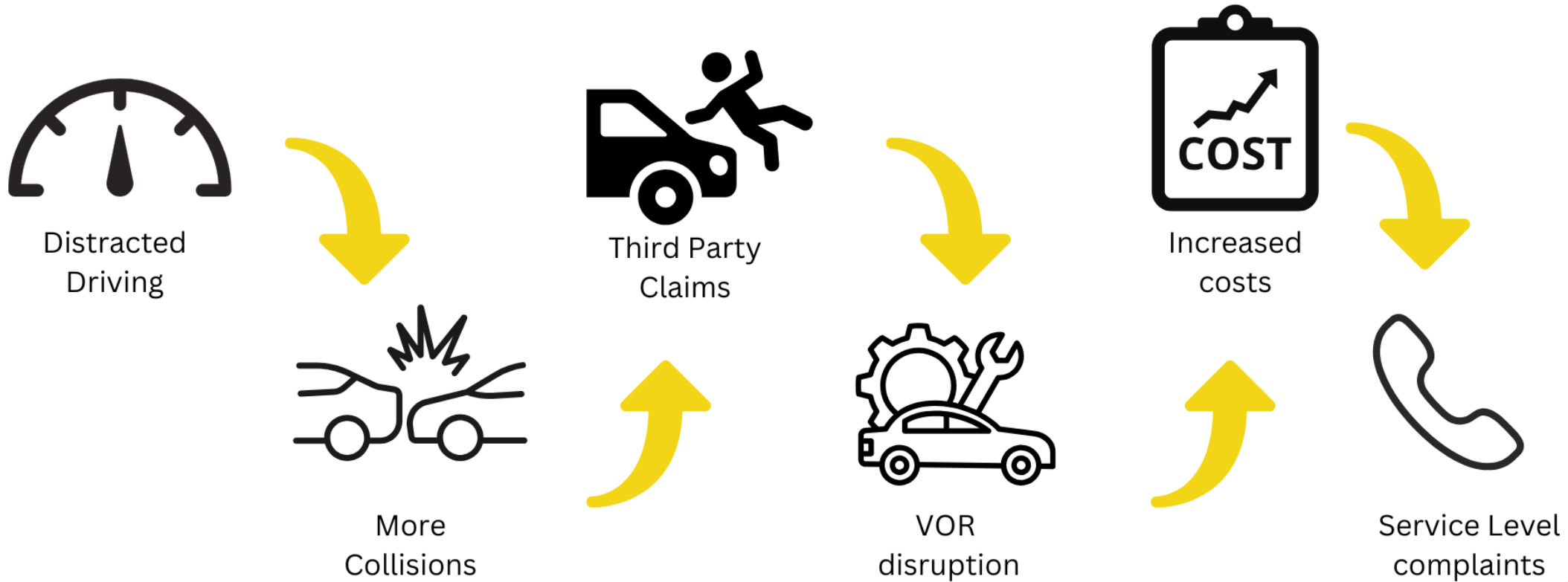
Samaritans answer over

3 million

calls for help each year.

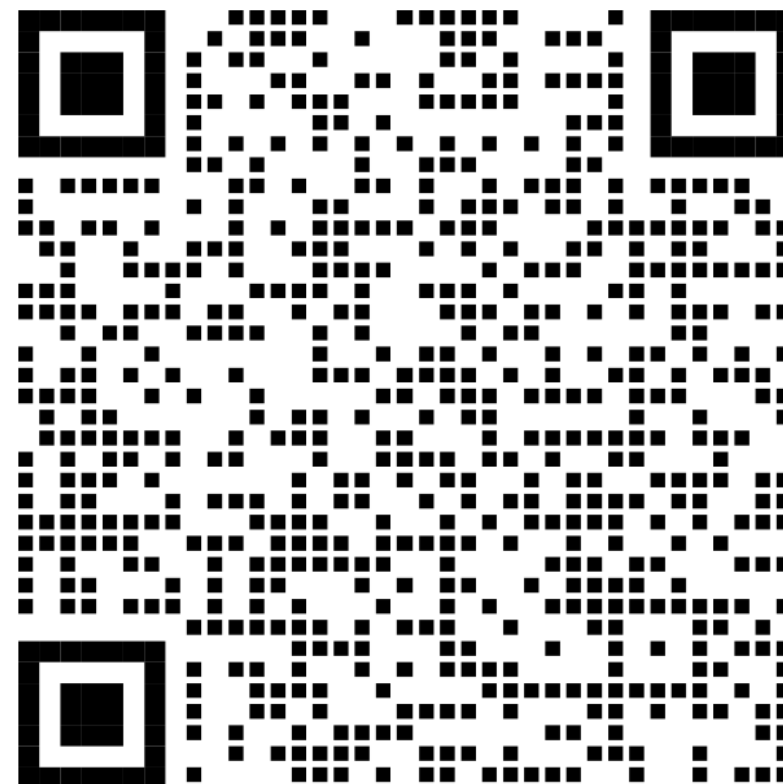
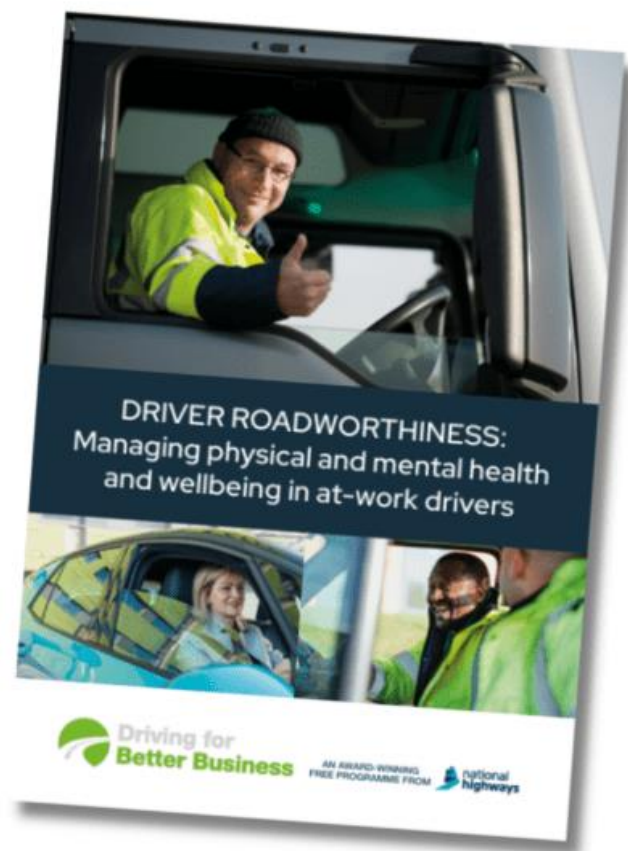


Why Mental Health Matters



Driving for better business

Driving Worthiness Guide



Long-term or regular substance use can have serious consequences, including:

- Declining mental wellbeing
- Impaired judgment and concentration
- Increased risk of incidents — especially when driving or operating machinery

You have a legal duty to protect your employees' health, safety, and welfare. This includes:

- Recognising the signs of drug or alcohol misuse
- Having clear policies and procedures in place
- Providing access to support and resources
- Creating a culture where employees feel safe to seek help



Recognising Drug and Alcohol Misuse in the Workplace

It's important to understand the early warning signs

What to watch out for:

- Unexplained dips in productivity
- Frequent or unexplained absences
- An increase in collisions or near-misses
- Sudden changes in behaviour or mood
- Performance or conduct issues



Why it matters!



Summary of Achievements



Collisions

DOWN 40%

in just 15 months



Associated Costs

DOWN 45%

in just 15 months



Fuel Economy

UP 12%

in just 15 months



Scope 1 Emissions

DOWN 12.5%

in just 15 months



Have you got a Drug and Alcohol policy?

What Should a Good Policy Do?

An effective policy should aim to:

- Support employees, not just discipline them
- Promote safety, especially in safety-critical roles like driving
- Set clear expectations and procedures
- Encourage early intervention and access to help



Should you include screening or testing?

- You can—but it must be done thoughtfully and within the law.
- Consent is essential – employees must agree to testing
- Employees can't be made to take a test but failure or refusal to take part could have consequences.
- Testing alone won't solve the problem – it should be part of a wider health and safety strategy
- Procedures must be robust



Turning Policy into Practice

Having a policy is just the start—supporting your employees in real, visible ways is what makes the difference.



- Make sure everyone knows the policy
- Include drug and alcohol policies in induction and onboarding
- Provide briefings for managers and supervisors so they know how to respond appropriately
- Display health advice and support information in visible areas—let employees know where they can go for confidential help

If an employee in a safety-critical role seeks help for substance misuse, consider temporarily reassigning them to non-safety-sensitive duties while they get support.



Having those Hard conversations

PACE stands for Probe, Alert, Challenge, Emergency.

For example, if a driver appears too tired to go out in a vehicle, a colleague could go through the following stages to challenge them:

- **Probe:** Are you OK?
- **Alert:** You seem really tired. Are you sure you are safe to drive?
- **Challenge:** I don't think you should be driving when you are this fatigued.
- **Emergency:** Stop, we'll find another solution.

**PACE
Graded
Assertiveness**
psychsafety.com



Strategies to Enhance Wellbeing & Reduce Road Risk

Physical Health & Safety

- Ensure vehicles are safe and well-maintained
- Promote regular breaks and safe driving hours

Mental Health Support

- Provide access to mental health resources or employee assistance programmes (EAPs)
- Train managers to spot signs of stress or burnout

Encourage Self-Care & Work-Life Balance

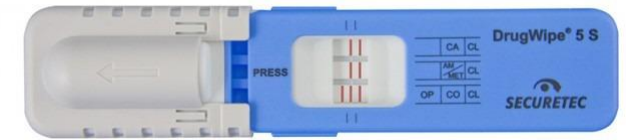
- Promote flexible working where possible
- Encourage open conversations about wellbeing
- Recognise and reward healthy behaviours



What a good driver roadworthiness process looks like



Thank you for listening!

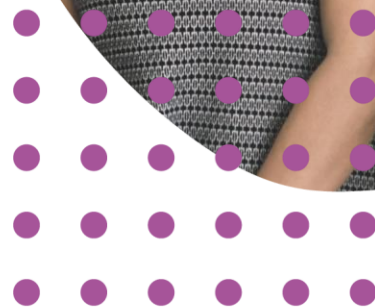


Contact details

Kate Castle and Fay Cannon
roadsafetyeducation@warwickshire.gov.uk



Preventing and Responding to Sexual Harassment in the Workplace

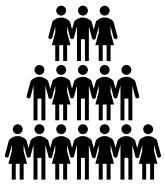




Self-care

Step away if you need to.
You can also speak to us
or contact us via email
after the session.

Statistics



➤ 58% of women have reported experiencing sexual harassment in the workplace. (TUC, 2023)



➤ A Survey of 2,458 doctors by the British Medical Association revealed 31% of women and 23% of men experienced unwanted physical contact in their workplace. 56% of women and 28% of men received unwanted verbal conduct related to their gender. (BMA, 2021)

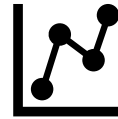


➤ More than 50% of female staff, in educational settings and 20-50% of female students encounter sexually harassing conduct in academia (National Harassment of Women, 2018)

Statistics continued...



➤ Less than one in three women who say they have experienced sexual harassment at work told their employer about what was happening. Of those who didn't report it, 39% believed they wouldn't be taken seriously, 37% reported it would impact negatively on their relationships at work and 25% believed it would negatively impact their career prospects. (TUC, 2023)



➤ The impact of harassment was significant- 1 in 5 women say they avoid certain work situations as a result.
➤ (YouGov polling, 2016)
➤ 45% of women in construction and 42% in tech stated sexual harassment had either a lot or some impact on their career.
➤ 72% of women in construction encountered or witnessed sexual harassment (Ranstad Survey 2022)



➤ A survey by Unite the Union in January 2018 found that 9 in 10 hospitality workers had experienced sexual harassment, in the workplace (Unite the Union, January 2018)

The Effects of Sexual Harassment in the Workplace

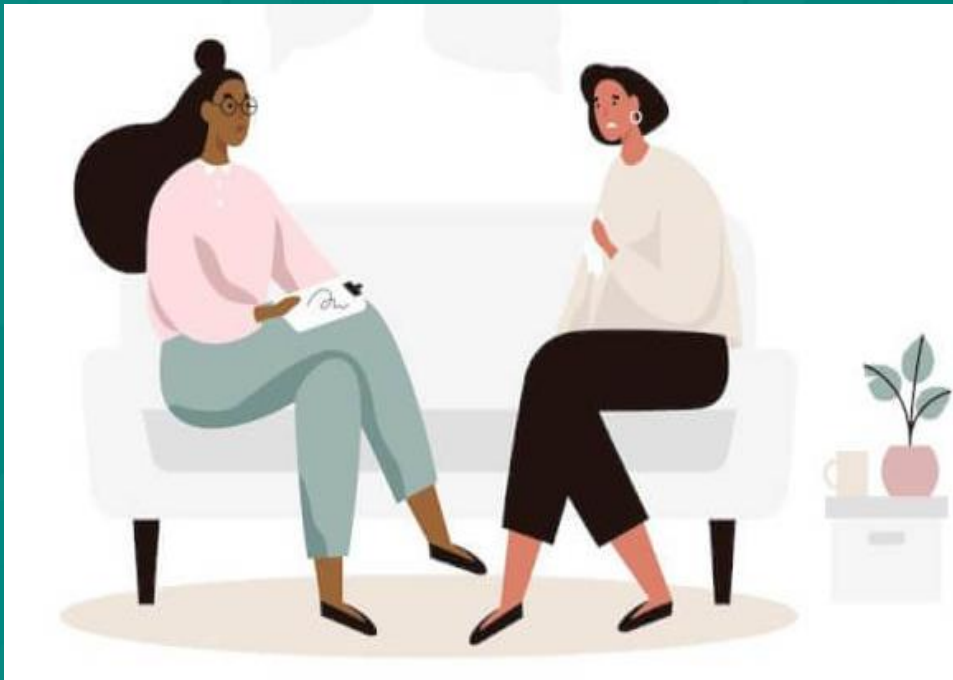
Sexual harassment in the workplace has proved to have significant impact on the victim's mental health.

Research has demonstrated that a single sexual harassment claim can be enough to dramatically shape public perception of a company and elicit perceptions of structural unfairness (Harvard Business Review, 2018)

- Distress
- Confusion
- Violation of dignity
- Humiliation
- Self-blaming
- Emotional anxiety
- Depression
- Damage to reputation
- Fear of the behaviour being repeated
- Reputational and financial costs to the business



New Legislation Worker Protection Act 2023



- Enforceable from 26th October 2024
- With the introduction of this act, organisations have a responsibility to not only address sexual harassment at work but to take reasonable steps to prevent it in the first place (Section 40A of the Equality Act 2010)
- What does this mean for employers?
 - Employees will need to be aided in knowing what sexual harassment is, as well as knowing what to do should they witness it.
 - They will likely need policies in place and to provide training to employees to prevent sexual harassment.
 - Ensuring cultures in workplaces prevent sexual harassment, for example providing an ability to report, knowing how to report and what the process should be when they report.
 - If they fail to do so, a tribunal can award a claimant additional compensation of up to 25% of their compensatory award.

Who the training is for?

- **Management:** emphasis on how to safeguard and ensure the wellbeing of your employees as well as investigation and how to create a zero-tolerance environment
- **Those who have displayed inappropriate sexualised behaviours:** focus on law and behaviours
- **Employees:** what behaviours constitute sexual harassment, their rights and how to look after your employees
- **First responders:** mental health first aiders etc, who may be dealing with first disclosures or supporting those who have experienced sexual harassment at work

Any Questions?

Please contact us for any enquiries:
Colinw@safeline.org.uk
Jenny@safeline.org.uk



Thank you for listening.

Coventry and Warwickshire Prevention Framework: Prevention is better than cure

Catherine Aldridge: Public Health, Coventry City Council

Isher Kehal: Public Health, Warwickshire County Council

Framework principles

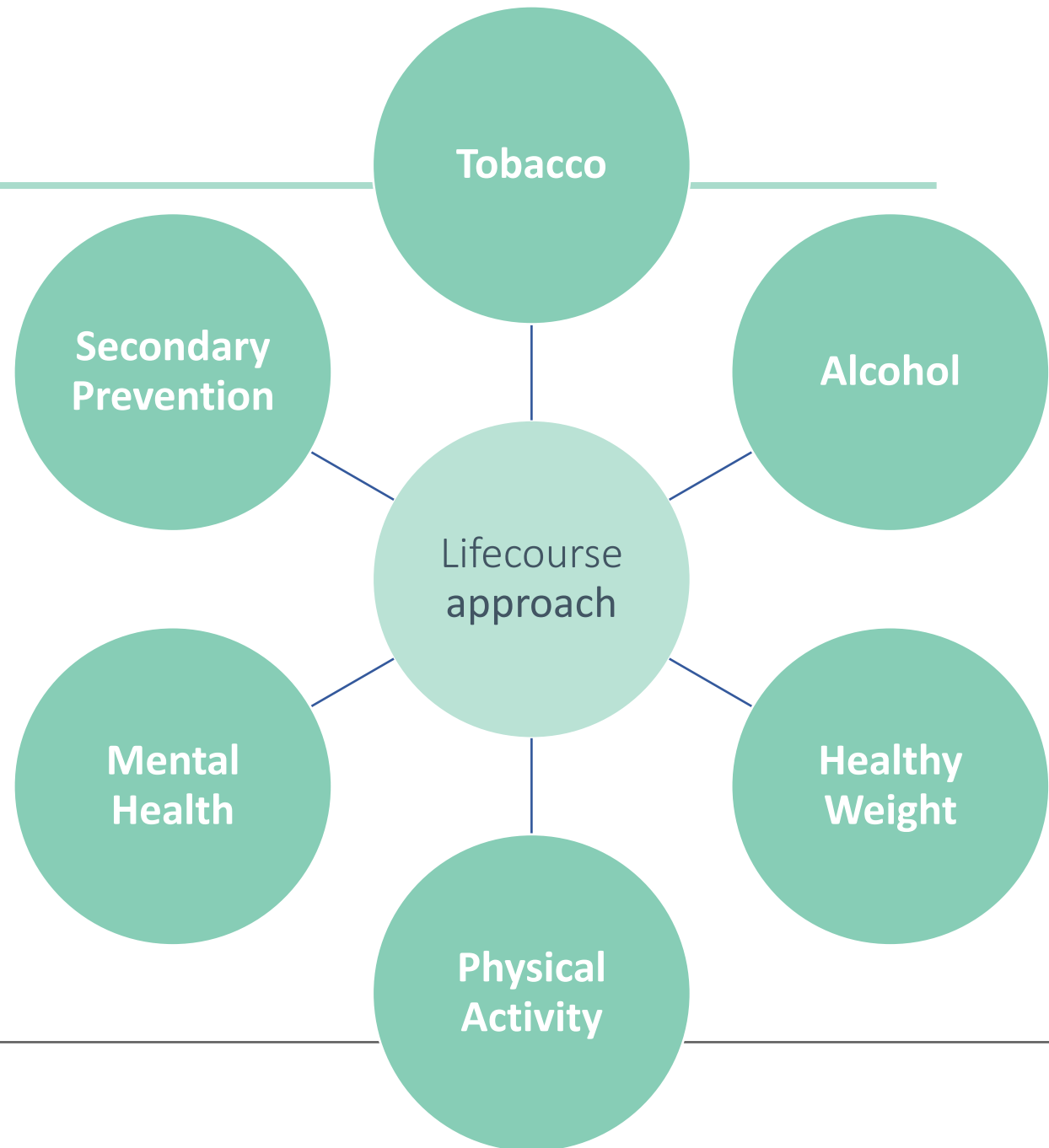
Prevention FIRST

- **For everyone**
- **Impact focused**
- **Reducing inequalities**
- **Social context**
- **Training and tools**

- **Collaborative and inclusive** – everyone’s business, HiAP approach, need to work together and embrace all parts of the system (including “doing with” communities)
- **Insight-driven and evidence-based** – developing high impact interventions, using PHM, and evidence of what works
- **Reducing health inequalities** – recognising the link between preventable mortality and HIs, and also the need to ensure we are considering HIs and targeting our activity towards those with greater need
- **Addressing context and causes** – recognising importance of wider determinants (economic, social and environmental factors), understanding what drives poor health, thinking about settings
- **Embedded in our practice** – MECC, first step in every clinical pathway

Areas of focus

- Areas of focus for Prevention Network where we can have collective impact
- Focus for consideration in relation to identified meeting themes
- The Prevention Network could support and initiate high impact prevention activity within these focus areas
- They reflect key drivers of ill-health and the NHS LTP priorities
- All areas will consider the whole lifecycle



Prevention Network

The Prevention Network will be an expert panel to develop prevention thinking and approaches. It will:

- Facilitate collaboration across professional disciplines and roles
- Coordinate and initiate high impact prevention activities aligned with system priorities
- Enable peer-to-peer, solutions-focused conversations to support prevention principles
- Develop evidence-based approaches on various prevention matters
- Share best practices and learnings from tested prevention initiatives across organisations (VCFSE, Local Authorities, NHS)
- Support clinicians and commissioners to embed prevention into clinical practice and service design
- Ensure prevention activities utilise community assets and insights, data, research, and evidence
- Agree on key themes and identify opportunities to embed prevention within the system and plan thematic meetings for deep dive discussions led by key partners.

1. Embedding Health into Workplace Culture



Promote wellness over illness treatment.



Integrate prevention into daily operations and HR policies.



Adopt a 'health in all policies' approach.

2. Focusing on the Social Context of Health



Address wider determinants like food, activity, and mental well-being.



Support healthy choices in the workplace.



Promote mental health and reduce smoking/alcohol-related harm.

3. Providing Tools and Resources



Utilise Making Every Contact Count and public health toolkits.



Train staff to promote health in conversations.



Embed prevention in HR and operational policies.

4. Reducing Health Inequalities

1

Tailor health initiatives for diverse staff needs.

2

Use HEAT to assess and address inequality.

3

Focus on inclusive and equitable practices.

5. Improving Organisational Performance



REDUCE ABSENTEEISM AND
IMPROVE MORALE.



INCREASE STAFF RETENTION
AND PRODUCTIVITY.



ALIGN WITH CSR AND ESG
GOALS.

6. Creating Healthy Workplaces as Prevention Hubs

1

Offer health services like screening and vaccination.

2

Collaborate with local health authorities.

3

Be a proactive public health partner.

7. Participation in the Prevention Network



Join ICS Prevention Network activities.



Share and adopt best practices.



Support system-wide health priorities.

Discussion



What prevention activity are you already doing?



What would you like to do more of?



Are there any specific challenges within your workplace that embedding a prevention approach could help to overcome?



What's one thing that you could take back to your organisation to support a prevention approach?

Get in touch

Catherine Aldridge: catherine.aldridge@coventry.gov.uk

Isher Kehal: isherkehal@warwickshire.gov.uk

Example Actions for Employers

- Introduce physical activity breaks.
- Provide mental health support and nutritious food.
- Use MECC training for line managers.
- Apply Prevention FIRST principles (For everyone, Impact-focused, Reducing inequalities, Social context, Tools).



- **Go online to access today's presentations**
 - **Please complete the Feedback**
 - **Coming up 2025/2026**
 - Forum event Nov 2025
 - Celebration event 2026
 - Workplace Wellbeing Network Group
- Look out for information via email/the Wellbeing 4 Life website**



Thanks for attending!

<https://www.wellbeing4life.co.uk/businesses> – Josouthan@warwickshire.gov.uk