

Staff wellbeing services

All staff have access to our comprehensive health and wellbeing services. These services are in place to keep our staff well in work and to support them back into work where that is possible.

Steps4Wellness Service

The Steps4Wellness Service is there to provide proactive health and wellbeing support relating to the four key areas of physical health, mental health, keeping social and healthy choices. This includes:

- Steps4Wellness Toolkit on the intranet provides self-service resources to help support own and a team's health and wellbeing.
- Staff health checks to provide a personal health assessment including blood pressure, weight, BMI and body composition (visceral fat, muscle mass, bone mass, etc)
- Staff Musculoskeletal Physiotherapy service providing fast-track access to physiotherapy if staff experience any musculoskeletal problems
- Health and wellbeing educational sessions, such as Steps4Mindful Living Programme, Steps4Wellness Conversations Training, Menopause Awareness Sessions and Personal Robust vs Resilience Training.
- Trauma Risk Management (TRiM) a peer support offer delivered by colleagues for colleagues who have been exposed to a traumatic incident in the workplace.

Staff Psychological Support Service

Our team of trained Mental Health practitioners provide assistance to staff across WWL, to access the most appropriate therapeutic support, based upon an individual's needs. These include:

- Support groups on Acceptance and Commitment Therapy (ACT) and bereavement which offer psychoeducation, peer support and training
- Counselling, a type of talking therapy with a trained counsellor
- Signposting to specialist support on a range of topics such as bereavement, domestic abuse/violence, addiction and pregnancy

Employee Assistance Programme

A confidential service designed to help staff deal with personal and professional problems that could be affecting their home life or work life, health, and general wellbeing.

Staff Coaching Offer

All staff can access coaching via our internal pool of qualified coaches. Coaching can support different goals relating to work, such as supporting relationships at work, improving ways of working or career progression.