Wellbeing

"Creating a holistic approach that improves workforce wellbeing"

	Level 1 At this level you'll understand	Level 2 At this level you'll understand	Level 3 At this level you'll understand	Level 4 At this level you'll understand
Wellbeing essentials	Your organisation's approach to wellbeing, and the difference that wellbeing essentials can make to its success (e.g., working environment, relationships with others, psychological safety)	The impact that wellbeing essentials can have on individuals and teams	How to demonstrate the impact of getting wellbeing essentials right or wrong (e.g. absence, ill health, talent attraction and retention data, employee feedback)	The impact to organisation productivity of getting the essentials right or wrong, and how this affects the workforce
Wellbeing offering	What your organisation's wellbeing offer is, and the importance of preventative and reactive approaches (e.g. Civil Service Employee Assistance Scheme)	How to identify the right wellbeing solutions for employees and the organisation	How to use insights to create and communicate a wellbeing offering that meets employee and organisation need (e.g. physical, mental, financial, collective), and is accessible to all	How to create and communicate a holistic wellbeing strategy which enables people to be their best at work, drives productivity and enhances the wellbeing brand
Organisation design	Organisation factors that can impact wellbeing (e.g., line managers, policies, processes, culture)	How elements of an organisation's system can impact wellbeing (e.g. job design, resources, culture, policies, management approaches)	How to apply OH risk management and change elements of an organisation's system to positively impact wellbeing (e.g. organisation and work design, culture)	How to apply OH risk management and design organisation models, work and culture to positively impact workforce wellbeing
Wellbeing and EDI	How equality, diversity and inclusion (EDI) and wellbeing link together in your organisation	How inclusive workplaces can enable good wellbeing	The interdependencies between EDI and wellbeing, and how to leverage EDI approaches to improve wellbeing	How to drive a wellbeing culture built on good EDI practice and inclusive approaches
Wellbeing benefits	The benefits of your organisation's approach to wellbeing	The individual and organisation benefits of investing in wellbeing	How to balance the value and benefits of wellbeing (tangible and intangible) with business needs	The societal impact of workforce wellbeing, and how to balance the value of wellbeing with business strategy

	Level 1 At this level you'll understand	Level 2 At this level you'll understand	Level 3 At this level you'll understand	Level 4 At this level you'll understand
Wellbeing data	What data and qualitative information are effective in identifying and monitoring wellbeing trends	How to access, identify and monitor wellbeing trends through data and qualitative information, and evaluate outcomes of wellbeing solutions	How to access, use and interpret data and information to enable change which supports better wellbeing	How to use wellbeing data and information to inform and continuously drive business strategy
Person-centred approaches	The importance of compassion and empathy in taking person-centred approaches to wellbeing	How to implement empathetic, person-centred and flexible approaches within people practices	How to design person-centred, flexible and equitable approaches across a range of people practices	How to create a culture of empathy and respect around workforce wellbeing
Working with experts	The role of different teams in supporting wellbeing (e.g. occupational health, line managers, HRBPs)	When to escalate matters to different subject matter experts (e.g. occupational health, line managers, OD, health and safety) to address wellbeing concerns	When to collaborate with internal and external subject matter experts (e.g. occupational health, line managers, OD, health and safety) to drive positive wellbeing outcomes	How to align wellbeing and business strategy to secure ongoing commitment to and investment in wellbeing
Wellbeing capability	The role of your team in supporting and educating others on wellbeing	How to educate and support managers to deal with wellbeing issues in a supportive and flexible way (e.g. recommending resources, peer support)	How to build capability and confidence in leaders and managers to deal with wellbeing issues in an empathetic and flexible way	How to shape the people strategy to build wellbeing understanding and capability at all levels