

## **Wellbeing Statement**

### **Our Objective**

The wellbeing of staff is of paramount importance to Beat.

Beat works to protect and encourage the health, safety and wellbeing of all employees, including physical health, mental health and positive relationships. Beat recognises that everyone's personal development and work for Beat contributes to their overall wellbeing at work.

We aim to create a sense of belonging, and an environment and culture based on shared values, trust, recognising skills and encouraging personal development.

### **How we do this**

- Beat has a clear induction process to ensure that new staff understand their role and are provided with all the information they need.
- There is a learning and development programme to upskill the staff team, using a variety of opportunities including face to face training, e-learning and video clips. Everyone is encouraged to take personal responsibility for their own learning and identify how they can increase their skills.
- We recognise the importance of clear communication and keep the full staff team informed by circulating monthly impact reports, the use Yammer to keep everyone updated on news and feedback, and holding a cross-site monthly staff meeting.
- All staff have regular one to one meetings with their line manager to facilitate and encourage strong relationships.
- Praise and recognition of everyone is encouraged through celebration of success both large and small during the year, and an annual staff award ceremony is held to consider higher level achievements.
- Beat has a Work-life Balance Policy to encourage flexibility.
- Our Remuneration Policy clearly sets out our salary structure and provides the information to allow eligible employees to apply for Pay Progression.
- Beat actively involves the staff team in planning future strategy, encouraging input and discussion on all sites.
- The HR Team create a programme of events throughout the year to raise awareness of health issues.
- Beat uses a Simply Health Cash Plan to offer financial support for some medical costs and an employee assistance programme which includes an advice line and face to face counselling.
- Other staff benefit schemes are also in place which can be used to ease some financial burdens e.g. Season ticket loan scheme.

In support of this, Beat welcomes ideas from the staff team and has set up a Wellbeing Group who meet monthly to look at ideas and suggestions and how they can be implemented. All teams are encouraged to discuss Wellbeing at their monthly team meetings and any comments can be brought back to the Wellbeing Group. An online anonymous solution box is also available for ideas.

The Group has introduced measures including:

- encouraging staff not to work during lunch breaks,
- training Mental Health First Aid Champions
- encouraging people to be able to speak up if something is bothering them or they are concerned about a colleague
- actively looking for activities that encourage social communication across all our sites such as lunchtime craft sessions, quizzes and lunch sharing.