



26-27

Our Support Program

Supporting healthier, more resilient, higher-performing teams





The Seed Promise

Supporting healthier, more resilient, higher-performing teams

At Seed Wellbeing we help organisations and educational settings transform workplace culture from the inside out.

Our trademarked support programs blends evidence-based psychology, strategic insight and human connection to empower employees and leaders to thrive, helping organisations to build a culture where wellbeing becomes a sustainable driver of performance.

The Seed Promise - **We don't deliver “ tick-box ” training.**

The support offered by Seed Wellbeing is a comprehensive, people-first collaborative model that has been designed to build awareness, capability and connection across organisations. From our Six-Step program, to fully independent strategic reviews, we enable organisations of any size to support employees and leaders to develop practical skills, shared language, and confidence around mental health, wellbeing and sustainable performance.

“The growth and development of people is the highest calling of leadership”



Support by Seed Wellbeing has flexibility at its core, ensuring each module or training workshop can be adapted to suit a wide range of organisations and environments, industries and workforce needs. No two workplaces are the same, which is why every step of support we provide can be tailored to align with a client's specific goals, culture and operational realities.

Our team of experts have designed a holistic wellbeing and leadership framework that supports individuals at every level of an organisation, educational setting or charity. Our approach integrates personal development with organisational strategy, ensuring wellbeing, mindset and leadership capability are embedded as core drivers of culture, performance and long-term success.

Our Core Principles

At Seed Wellbeing, our four core pillars are more than guiding principles; they shape how we think, partner, and deliver meaningful change. They ensure our work stays human, strategic and grounded in long-term impact. Our support programs have been designed to create meaningful impact by aligning individual wellbeing with organisational and educational culture.

Our Four Principles:

1. Grow Together

We believe wellbeing and performance are strengthened through connection and shared responsibility. Growth is most powerful when it happens collectively, building trust, collaboration and a culture where people support one another. Through shared learning across mental health awareness, wellbeing practices, financial confidence, and leadership development, individuals and teams build a common language around wellbeing. This strengthens collaboration, trust and accountability, enabling teams to grow together rather than in isolation.

2. Human First

Each module recognises employees as whole people. By addressing mental, emotional, physical and financial wellbeing, the program improves confidence, resilience, and self-awareness. People are the foundation of every organisation's success. By placing human experience at the centre of strategy, leadership and culture, we help organisations create environments where individuals feel valued, supported and able to do their best work.

3. Transformative Change

We work with organisations committed to rewriting the norms around workplace wellbeing. Real transformation demands clarity, responsibility and the determination to build cultures that genuinely elevate their people. Lasting impact requires more than surface-level initiatives. This pillar reflects our commitment to deep, sustainable cultural change that shifts behaviours, mindsets and systems, embedding wellbeing into the way organisations truly operate.

4. Authentic Connection

Real progress starts with honest conversation and psychological safety. We lead with honesty and approachability, creating spaces where people feel safe, respected and genuinely understood. We show up as we are and expect the same from the organisations we partner with, because real progress starts with real conversations.

The Program Goals

Offering diverse forms of support recognises that wellbeing is multi-dimensional. This diversity in support allows individuals to engage in ways that resonate personally, while enabling organisations to address wellbeing holistically. The result is a more inclusive, responsive approach that supports sustained cultural change and long-term impact.



“Without goals and plans to reach them, you are like a ship that has set sail with no destination”

Key Program Goals:

1. Build Mental Health Capability Across the Organisation

Equip employees and leaders with the knowledge, language, and confidence to recognise mental health challenges early, engage in supportive conversations and access appropriate support pathways.

2. Strengthen Psychological Safety and Connection

Foster a workplace culture where people feel safe to speak openly, seek support, and contribute authentically, strengthening trust, collaboration and team cohesion.

3. Reduce Risk and Improve Early Intervention

Increase awareness of suicide risk indicators and intervention strategies, ensuring employees know how to respond appropriately and escalate concerns responsibly.

4. Enhance Individual Regulation, Focus and Resilience

Provide practical, evidence-based tools; mindfulness, breathwork and movement. Tools that employees can integrate into their daily routines to manage stress, improve focus and sustain energy.

5. Support Sustainable Energy and Cognitive Performance

Improve understanding of nutritional wellbeing and its impact on mood, focus and productivity, enabling healthier, more informed daily choices.

6. Embed Wellbeing as a Strategic Business Priority

Shift wellbeing from a reactive or standalone initiative to an embedded, organisational wide approach, aligned with leadership practices, performance outcomes and long-term success.

Our Support

The Seed support programme has been intentionally designed to support build healthier, more resilient cultures through a proactive, whole-person approach. The program moves beyond awareness alone, equipping participants with skills that can result in more engagement, more connection and embed confidence.



Mental Health Awareness & Psychological Safety

These sessions build a strong foundation of mental health literacy across the organisation. Employees gain a clear understanding of common mental health challenges, early warning signs and the impact of workplace culture on wellbeing.

Key outcomes:

- Increased confidence in discussing mental health at work
- Understanding of psychological safety and its role in performance
- Practical strategies to support self and colleagues
- Reduction of stigma through open, informed dialogue



Suicide Prevention & Supportive Conversations

An evidence-based, sensitive session focused on early intervention and support. Participants learn how to recognise risk factors, respond appropriately, and engage in supportive conversations with confidence and care.

Key outcomes:

- Improved awareness of suicide risk indicators
- Clear guidance on how to respond and refer appropriately
- Increased confidence to have difficult but necessary conversations
- Reinforced culture of care, responsibility, and connection



Mindfulness, Movement and Emotional Regulation

Fully immersive, experiential sessions that introduce practical tools for stress regulation, focus and nervous system support. Suitable for all levels and designed to be accessible within a workplace setting.

Key outcomes:

- Improved stress management and emotional regulation
- Practical mindfulness and breathwork techniques for daily use
- Gentle movement to support physical and mental wellbeing
- Increased focus, clarity and energy



Nutritional Wellbeing for Energy, Focus and Mindset:

These workshops explore the connection between nutrition, mental health, and workplace performance. Delivered in a practical, non-prescriptive way, empowering employees to make informed, sustainable choices.

Key outcomes:

- Understanding the link between nutrition, mood and cognition
- Strategies to support energy and focus throughout the workday
- Practical guidance tailored to busy professionals
- Increased confidence in making wellbeing-supportive choices



Financial Wellbeing for Security, Confidence & Clarity:

This session supports employees to better understand the relationship between financial wellbeing, stress, and mental health. Delivered in a practical, non-judgemental way, it equips participants with tools to improve financial confidence, reduce anxiety, and make informed decisions that support overall wellbeing.

Key outcomes:

- Increased awareness of how financial stress impacts mental health and performance
- Practical strategies for budgeting, planning, and financial resilience
- Improved confidence around financial decision-making
- Greater sense of security and long-term wellbeing



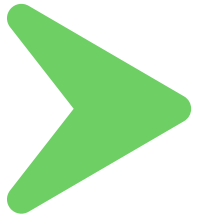
Leadership development and Mindset:

This session focuses on strengthening mindset, self-awareness, and leadership capability to support sustainable performance and wellbeing across the organisation. Designed for leaders and emerging leaders, it equips participants with practical coaching tools to lead with clarity, confidence, and empathy.

Key outcomes:

- Enhanced self-awareness and emotional intelligence
- Practical mindset and coaching techniques to support teams
- Stronger leadership communication and decision-making
- Increased confidence in leading through change and complexity

All support steps can be delivered as standalone sessions or as part of a comprehensive wellbeing program, allowing organisations to prioritise what matters at different stages of their growth.



Neurodiversity in practice:

We support you to build inclusive, high performing workplaces. This session supports your leaders and teams to gain awareness of Neurodiversity's and how that represented in the workplace and our society. We helping you to create workplaces where neurodivergent people can do their best work - with practical, evidence-based approaches that strengthen wellbeing, performance, and retention.

Key outcomes:

- Understanding the impactful links between neurodiversity and wellbeing
- Increase confidence and capability across leadership teams
- Improve how teams communicate and collaborate
- Review and implement practical adjustments, building wider inclusion.



Creative Wellbeing Connections:

We support individuals and communities to strengthen wellbeing through creativity, connection and self-reflection. This session provides a safe, inclusive and engaging space for participants to explore their wellbeing, build confidence and connect with others, gaining practical tools to support their mental and emotional wellbeing in everyday life.

Key outcomes:

- Explore the links between creativity, wellbeing and emotional resilience
- Increase self-awareness, confidence and personal insight
- Strengthen emotional expression and self-reflection in a safe environment
- Build meaningful connections and reduce feelings of isolation through shared experiences
- Develop practical wellbeing strategies that can be applied beyond the session
- Encourage positive self-care practices and support long-term personal growth

All support steps can be delivered as standalone sessions or as part of a comprehensive wellbeing program, allowing organisations to prioritise what matters at different stages of their growth.

The Impact & Measurable Outcomes:

By offering diverse forms of support, from mental health awareness and mindfulness, to financial wellbeing and leadership development, the program recognises that wellbeing is multi-dimensional. This breadth allows individuals to engage in ways that resonate personally, while enabling organisations to address wellbeing holistically.

The program is designed to deliver meaningful, measurable outcomes at both individual and organisational levels. Each component of the program contributes to a cohesive wellbeing strategy that supports sustainable performance, psychological safety, and cultural resilience.

The result is a more inclusive, responsive approach that supports sustained cultural change and long-term impact. The six step program creates a cohesive wellbeing experience that supports individuals while strengthening organisational and educational culture. Our approach ensures mental health and wellbeing is not treated as a one-off initiative, but as a strategic, embedded part of how people work, lead, and connect.

Our values are reflected in how our experts offer support to individuals, teams and culture, benefiting any organisation or educational setting, in any industry.

Grow Together

The program builds shared understanding, language, and responsibility around wellbeing, strengthening collaboration, trust and collective accountability across teams.

Human First

By addressing mental, emotional, physical, financial, and leadership wellbeing, employees feel genuinely supported as whole people, improving engagement, confidence and psychological safety.

Transformative Change

The six-step structure embeds practical tools and mindset shifts that move wellbeing from isolated initiatives into everyday behaviours, leadership practices and organisational strategy.

Authentic Connection

Open conversations, supportive frameworks, and accessible practices foster stronger relationships and connection, creating workplaces where people feel seen, valued, and empowered to thrive.

Read some of our testimonials!

“I’d be very happy to recommend Seed Wellbeing based on our experience working with them. They have supported us across a number of wellbeing initiatives and what has stood out is the breadth and depth of their offering. Rather than focusing solely on standalone training sessions, they take a more holistic approach to wellbeing, helping organisations embed it within their wider culture and people strategy.

Throughout our engagement, we’ve found the Seed team to be thorough, professional and genuinely invested in achieving positive outcomes. Their recommendations have always been practical and grounded in the realities of running a business, rather than being purely theoretical. We’ve had a very positive experience and would certainly engage with them again in the future”

Becki Simmons, CEO - March 2026

“Our approach to mental health isn’t for everyone (I wish it was!) but it means a lot when we meet and work with businesses like yours that are focusing on it. I don’t believe there is a reason every business can’t be a “mental health company first” and a ??? business second ”

Ben Cloud, CEO - April 2026

“I wanted to say a huge thank for the MHFA training. This was my third session and honestly the best one yet, I’ll definitely be recommending you to others. Meeting people like you who are helping to break down the stigma and educate others is really inspiring”

Autumn Keeping, Head of HR - Jan 2026

“Jodie visited the University of Portsmouth to deliver a presentation related to financial wellbeing. The session was fantastic in helping employees understand how to feel more in control of their finances and make the most of their money. Many of the attendees fed back that they valued the personal approach Jodie had, I feel as a result, myself and wider colleagues are now in a better position to make the most informed and confident decisions when it comes to our finances“

Portsmouth Univeristy, Staff Rep

“When Hannah shared about her personal experiences, I related to how she felt lost growing up. Her honesty as a professional I think was special. A lot of us think the therapist or doctors have never experienced poor mental health or have struggles, because we never hear from them. I found Hannah so inspiring, the team of professionals are just a normal human as us! ”

Chris Davis, Community workshop April 2026

five

Steps to building better awareness of Mental Health in the workplace

Mental Health Awareness & Psychological Safety

The **FIVE** steps to better awareness, develop a clear understanding of common mental health challenges, early warning signs, and the influence of workplace culture on overall wellbeing. The sessions explore how mental health is represented within our wider communities and examines practical, evidence-informed strategies individuals can use to support their own mental health while striving to thrive both professionally and personally.

1

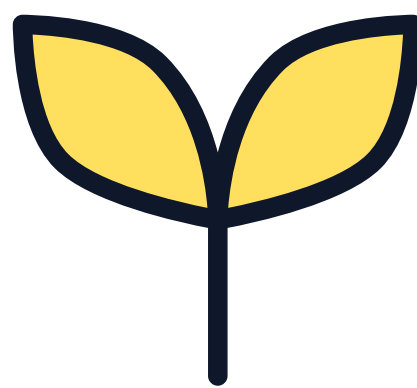
Start with the basics

Begin by exploring the meaning and differences seen in the Mental Health arena. We will look at up to date UK statistics around key topics and then, explore how those are experienced in our own communities.

2

Build understanding

Employees will gain an understanding of the science behind Mental Health, what it means to have psychological safety and explore what impacts our mental wellbeing on a daily basis.



3

Communication & Confidence

Increased employee confidence in discussing mental health and wellbeing at work. Share how to have positive conversations around personal experiences and build a culture where you feel confident to ask for help.

4

Support strategies

Practical strategies to support self and colleagues should be realistic, evidence-based, and easy to apply in day-to-day work. We will explore stress management tools, boundaries around workload and mindfulness techniques that support focus, build resilience and encourage empathy.



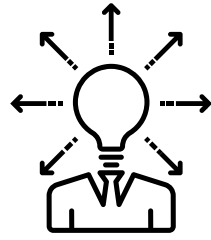
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Reduce stigma

The reduction of stigma comes through open, informed dialogue with colleagues. This helps to build knowledge around assumptions, the silence experienced around mental struggles or the reluctance to seek help.

SUICIDE PREVENTION TRAINING

Equipping workplaces to notice, respond, and support.



INCREASE AWARENESS

To help individuals, teams and the organisation to recognise early warning signs, risk indicators and changes in behaviour that may signal someone is struggling.



RESPOND AND REFER

Equip teams with the skills to approach sensitive conversations with confidence, care and clarity. Gain awareness of helpful resources that offer support to others.

This session teaches the theory and practice of suicide intervention skills and raises awareness of Suicide. The skills learnt can be applied in any professional or personal setting. Understanding what suicide presents, how to identify someone who may be thinking about suicide and when to connect with support services.



COMMUNICATION

Equip employees and leaders with the language and confidence to have open, supportive conversations in the workplace. Help teams recognise, listen, empathise and create psychologically safe spaces.



RESPONSIBILITY & CONNECTION

Help teams understand the importance of fostering a supportive, psychologically safe workplace; encouraging shared accountability, peer connections and a commitment to workplace culture.

Be Present

Understanding mindfulness through Movement & Meditation

Fully immersive, experiential sessions that introduces practical tools for stress regulation, focus, emotional resilience and nervous system support. Suitable for all levels and designed to be accessible within a workplace setting.

Facilitated in; Beginners yoga, an introduction to 4 different yoga styles, inc Restorative Yin & Somatic Movement, Guided meditation and conscious breathwork sessions.

**1**

Improved stress management and emotional regulation:

Develop practical skills to recognise stress and regulate emotions more effectively in high-pressure environments.

2

Gentle movement to support physical and mental wellbeing:

Experience guided movement practices that help to reduce physical tension, improve mobility, and support overall mental clarity and wellbeing.

3

Practical mindfulness and breathwork techniques for daily use:

Explore simple, accessible techniques that can be easily integrated into the workday to create calm, support focus, and build resilience.

4

Increased focus, clarity, and energy:

By supporting nervous system regulation, we can improved concentration, decision-making, and sustained energy throughout the day.

WHAT'S ON YOUR PLATE?

Understanding the connection between nutrition and our mental wellbeing

These sessions explore the connection between nutrition, mental health, and the working environment, including performance. Delivered in a practical, non-prescriptive way, this training empowers employees to make informed, sustainable choices & understand how to increase their awareness around nutritional wellbeing benefits.

The Science

Understanding the scientific links between nutrition and hydration, mood, motivation and cognition

The Awareness

Understand and build strategies to support energy, resilience and focus, improving your wellbeing

Increased confidence around nutritional decisions and build resilience through supportive choices

The Decisions

The Guidance

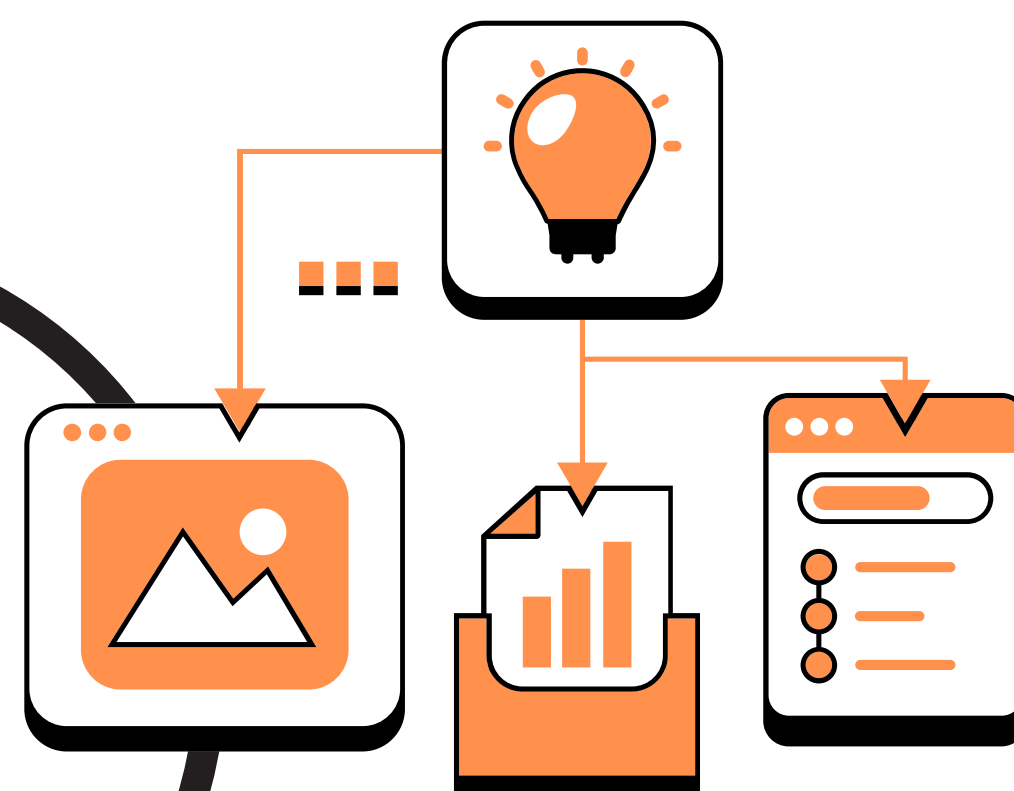
Explore practical tools and guidance that is tailored toward busy working people.



4 Key Goals

Financial Wellbeing

Supports employees to better understand the relationship between finance, wellbeing and stress. Delivered through **4 key goals**; these practical, non-judgemental sessions equip participants with tools to improve financial confidence, reduce anxiety, and make decisions that support their overall wellbeing.

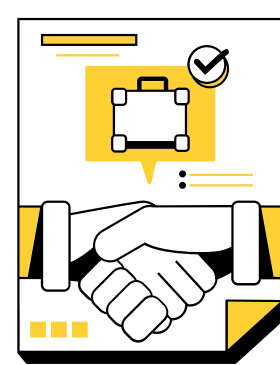


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Increase your Knowledge

Build your awareness of how financial stress impacts our mental health, motivation and performance



Understanding how to better manage your money

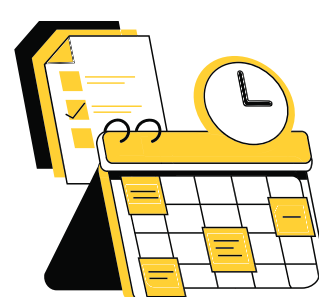
Explore practical strategies for budgeting, planning, and financial resilience, that will aid you in creating positive habits for the future.

2



Be empowered and confident

Gain the confidence to make positive decisions around your own financial situations and set some practical goals.



Financial Planning

Explore money management tools and financial tips that will give you a greater sense of security and support your long-term wellbeing.

4

3

MASTER YOUR MINDSET

Leadership Development

These sessions focus on strengthening mindset, self-awareness, and leadership capability to support sustainable performance across the organisation.

Designed for leaders, emerging leaders and managers at any level, it equips participants with practical coaching tools to lead with clarity, confidence, and empathy.



Team Empowerment

Build confidence, ownership, and shared accountability across teams, enabling individuals to contribute with clarity and purpose. Strengthen communication, trust and collaboration, creating environments where people feel capable, valued and motivated.

A Respect Culture

Helps teams build awareness of behaviours that foster trust, inclusion, and psychological safety at work. Encourage open communication skills, shared understanding, and everyday actions that create a workplace where everyone feels valued and respected.

1

2

3

4

5

Set A Vision

Help leaders to define a clear, meaningful direction that aligns people, purpose, and performance. Strengthens a leader's ability to communicate their vision with clarity and inspire teams to move forward with focus and a shared commitment.

Knowing When To Lead or Manage

Help individuals to understand the difference between providing direction and offering support. Strengthens judgement, adaptability, and confidence so leaders can respond in ways that best enable performance, growth, and wellbeing.

Embrace your people

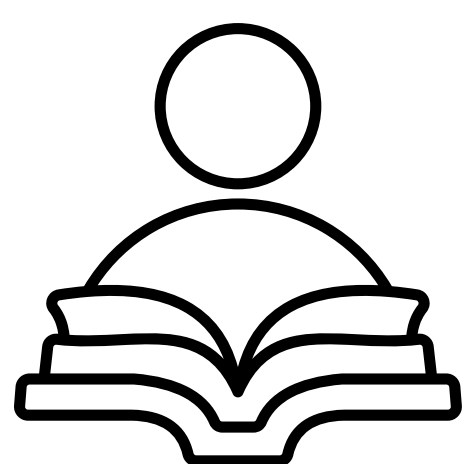
Recognise and value the diverse strengths, experiences, and perspectives individuals bring to the workplace. Fosters inclusive behaviours and a culture where people feel acknowledged, supported, and empowered.



@seedwellbeinguk

Neurodiversity in Practice

Building Inclusive, High-Performing Workplaces

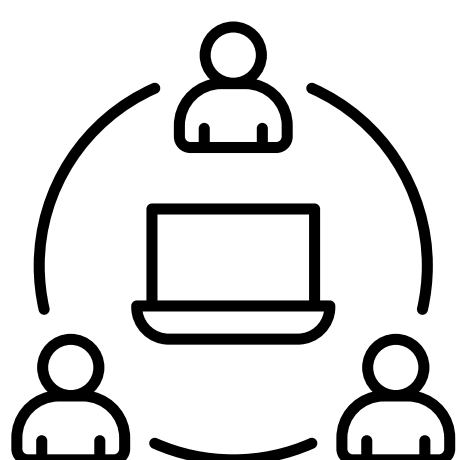
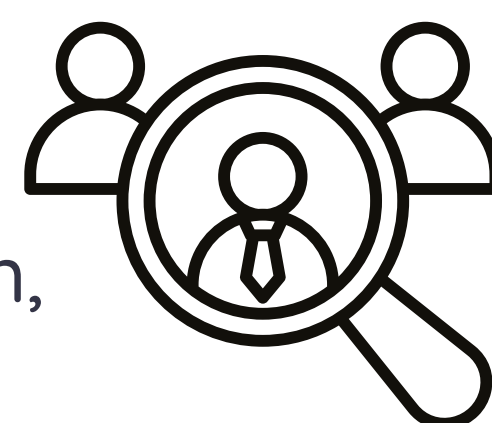


Awareness & Understanding

Building knowledge of neurodiversity, helping teams and leaders understand different thinking styles, strengths and challenges to reduce stigma and increase confidence.

Inclusive Leadership

Equipping leaders and managers with the skills to support neurodivergent individuals through adaptable communication, psychological safety and inclusive decision-making.

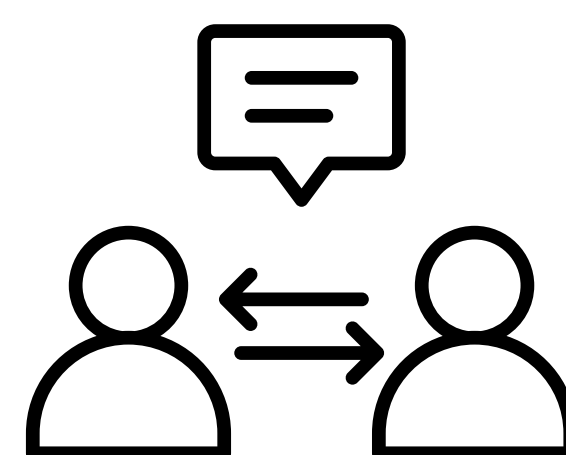


Workplace Adjustments & Environment

Supporting organisations to review and implement practical adjustments, from working styles to environments; enabling individuals to perform at their best.

Communication & Team Dynamics

Improving how teams communicate and collaborate by recognising different processing styles, reducing misunderstanding and strengthening team connection.



Embedding Sustainable Inclusion

Helping your organisation to move beyond awareness into action by integrating neurodiversity into policies, culture and long-term wellbeing strategy.



CREATIVE CONNECTIONS

This section of our programme offers a positive outlet for exploring thoughts and emotions, strengthening coping skills and fostering a greater sense of overall wellbeing.

Creativity provides an opportunity for self-expression, reflection and emotional processing. You do not need artistic skills to engage with creative wellbeing. Our evidence based sessions aid in reducing stress, improving mood, they explore self-awareness and promote mindfulness by encouraging individuals to focus on the present moment.

INSPIRE

Encouraging participants to leave with one practical tool that can nurture their confidence, resilience and overall wellbeing.

INCREASE

We help individuals increase self-awareness by exploring personal strengths, values and experiences through reflective activities.

BUILD

We build confidence by offering space to express thoughts, feelings and ideas in a safe and non-judgemental environment.

GROW

Strengthening inner resilience by identifying personal coping strategies, networks and resources can help navigate life challenges.

ENHANCE

Enhancing wellbeing through creativity can aid in reducing stress, promote mindfulness and encourage emotional regulation.

EXPLORE

Explore meaningful connections by sharing experiences, developing a sense of belonging and recognising the value of peer support and growth.



For Businesses, Charities and Educational sectors.

Wellbeing Review:

A Strategic Review
of People, Performance &
Culture

Seed Wellbeing® is a registered trademark as of March 2026

What is a strategic review?

A comprehensive assessment that identifies current strengths, risks, and opportunities within your organisation’s wellbeing landscape.

A strategic review in wellbeing is a structured, leadership-level evaluation of how an organisation supports the mental health, wellbeing, and psychological safety of its people — and how effectively those efforts align with the organisation’s culture, responsibilities and values.



What is the objective?

To evaluate how effectively an organisation embeds mental health and wellbeing into its culture, leadership, systems, and everyday practices. Rather than focusing on individual programs or one-off initiatives, a wellbeing strategic review looks at the whole system: leadership behaviours, workplace practices, policies, risk management, and the lived experience of employees.

It identifies gaps, strengths, and opportunities, then provides clear, evidence-based recommendations that align wellbeing with business goals.

The review will examine:

- How employee mental health is currently experienced across the organisation
- Leadership awareness, capability, and accountability around wellbeing
- Psychosocial risks, early intervention processes, and duty of care
- The effectiveness and accessibility of wellbeing support
- How wellbeing is embedded (or not) into people strategy and decision-making.

What are the benefits?

In simple terms, a strategic review gives leaders a clear roadmap for building a healthier, more resilient, high-performing workforce.

The outcome of a strategic wellbeing review is clarity. It provides teams with informed insight into strengths, gaps, risks, along with practical recommendations to strengthen employee wellbeing, reduce harm and build healthier, more sustainable workplace cultures.

- **89%** of employers say they gained better insight into employee wellbeing.
- **76%** of UK employers now measure the impact of supporting staff health and wellbeing.
- Only about **34%** of UK employers feel they have suitable employee wellbeing strategies in place

Strategic Wellbeing Audit

Move beyond assumptions and surface-level measures



A dedicated strategic review of Wellbeing and Mental Health is designed to support organisations and their senior leadership to understand, evaluate, and strengthen the wellbeing of their people. This support element ensures leaders have clear visibility of employee wellbeing realities and the systems, behaviours and cultural factors that shape them.

Purpose:

To enable senior leaders to assess how effectively the organisation supports employee mental health, identify areas of risk or strain and ensure wellbeing is embedded as a shared leadership responsibility rather than a reactive response.

Key Focus Areas:

1. Employee Wellbeing Experience

Review how employees experience wellbeing support in practice; including access to resources, psychological safety, workload pressures and the consistency of support across teams.

2. Mental Health Awareness & Support Capability

Assess the organisation's mental health literacy, confidence in having supportive conversations, and clarity around internal and external support pathways.

3. Risk Awareness, Prevention & Duty of Care

Evaluate readiness around suicide prevention, early intervention, and escalation processes, ensuring leaders understand their role in recognising risk and responding appropriately.

4. Leadership Impact on Wellbeing

Examine how leadership behaviours, communication styles, and decision-making influence employee mental health, engagement and trust.

5. Integration into People & Cultural Practices

Review how employee wellbeing is reflected in policies, performance expectations and everyday ways of working, ensuring alignment between values and lived experience.

Outcomes:

- Clear insight into the mental health and wellbeing of employees
- Identification of wellbeing strengths, risks and pressure points
- Practical, people-focused recommendations for improvement
- Increased leadership confidence and accountability in supporting employee wellbeing
- A clear pathway to create safer, more supportive workplace cultures

The Review

To complete a independent review of current organisational strategies around wellbeing and mental health. This is a proactive, evidence-based step toward understanding if staff feel safe supported, and capable of performing at their best, alongside the people they work with, and support themselves outside of the work environment with the same focus.

A review like this works within any size organisation, affirming a simple but powerful truth; the wellbeing of employees matters, just as much as the wellbeing of those they support.

What are the benefits to completing a review?

1. Identify Strengths and Gaps

It helps the organisation understand what's working well and where improvements are needed.

2. Improve Employee Engagement and Retention

Employees who feel their wellbeing is prioritised are more engaged, loyal and less likely to leave.

3. Boost Organisational Performance

Wellbeing is closely linked to productivity, creativity and collaboration. Healthier employees and volunteers tend to perform better, with fewer errors and more consistent output.

4. Support and Ethical Compliance

Demonstrates due diligence in meeting wellbeing & mental health and equality obligations. This is particularly important in high-stress or high-pressure environments, where psychological wellbeing is prominent.

5. Drive Decision Making

The audit provides insights that inform better policy and program design. Understanding that stress is highest in a specific team may lead to targeted support or workload adjustments.

6. Enhance Brand and Skills

A strong commitment to wellbeing can make the company more attractive to potential hires. Gen Z and Millennials; in particular, prioritise their wellbeing and purpose in the workplace.

7. Prevent Burnout and Absenteeism

Early detection of stressors or lack of support allows for intervention before they lead to burnout or extended sick leave. This in turn reduces the cost related to absences.

8. Create a stronger Culture around Wellbeing

Wellbeing audits often uncover inequities in how different groups experience work. Neurodivergent or disabled employees may require to access support differently.

9. Support change management and resilience

Understanding employee wellbeing helps navigate periods of change more effectively. Resilient teams are better able to adapt and recover from setbacks.

10. Build Leadership Accountability

Encourages senior leaders and managers to take ownership of wellbeing outcomes. Audit results can be tied to management KPIs or organisational development.

The Benefits of an Independent Review:

Engaging an external wellbeing specialist to conduct an independent review of staff wellbeing, organisational policies, support provision, and workplace culture provides a valuable level of objectivity that internal processes alone often cannot achieve. An independent perspective allows organisations to move beyond assumptions or surface-level measures and gain a clear, evidence-informed understanding of how wellbeing is truly experienced across the workforce.

This comprehensive review offers a structured evaluation of current practices, identifying both strengths to build upon and gaps that may be limiting impact. It ensures that existing wellbeing initiatives are aligned with best practice, inclusive in design, and genuinely meeting the needs of employees at all levels. Rather than a generic assessment, the process focuses on meaningful insight, connecting policy, culture, and lived employee experience.

Through a balanced and impartial approach, the organisation receives tailored, practical, and prioritised recommendations. These are designed not only to enhance employee wellbeing, but also to support measurable organisational outcomes, including improved engagement, reduced absenteeism, increased retention, and a more resilient and productive workforce.

With our expertise and experience in developing wellbeing strategies and conducting in-depth cultural analysis, we bring a perspective that bridges strategy with real-world application. Our approach combines evidence-based frameworks with authentic employee feedback, ensuring the review is both credible and grounded in day-to-day organisational realities.

The result is a clear, achievable roadmap for strengthening workplace wellbeing in a way that is strategic, sustainable, and aligned with the organisation's values and goals — helping to create a culture where both people and performance can thrive.

The Review Structure:

1. Leadership & Organisational Culture

- Commitment to wellbeing from senior leaders
- Communication of wellbeing and mental health support.
- Trust, respect, and psychological safety in the workplace
- Manager to employee support - Review of wellbeing within supervision

2. Policies & Procedures

- Wellbeing policies
- Safeguarding of employees (especially in youth-focused organisations)
- Access to; and, awareness of support systems (e.g. EAPs)

3. Work Environment Feedback

- Physical workspace (lighting, noise, cleanliness, accessibility)
- Health and safety practices
- Remote/hybrid working support
- Manageable workloads and realistic expectations
- Role autonomy
- Opportunities for feedback

4. Mental Health & Emotional Wellbeing

- Access to mental health support (e.g. counselling, MHFA)
- Stress and burnout management
- What training is provided for Senior staff and managers on recognising signs of distress

5. Physical Health

- Promotion of healthy lifestyle choices (nutrition, exercise, sleep)
- Access to fitness or wellness programmes
- Ergonomics and DSE assessments

6. Learning & Development

- Access to professional awareness training around wellbeing & mental health
- Opportunities for skill-building around wellbeing
- Support for reflective practice and supervision (trauma-exposed roles)

7. Employee Voice & Recognition

- Supervision process around wellbeing
- Wellbeing initiatives
- Surveys, forums, or wellbeing champions
- Acknowledgement of staff efforts and achievements

8. Evaluation

- Use of findings to inform wellbeing strategy for next 12 months
- Regular review and improvement plan for wellbeing programmes
- Best practice and standard in charitable sector

What's Next?

As an expert team of professionals with over 2 decades of experience collectively, we support leadership teams and their wider organisation to embed mental health and wellbeing into the heart of their culture. In a professional landscape defined by constant change, high expectations, and increasing mental demands, wellbeing is not a soft issue - it is a core driver of performance, reputation, and sustainability.

Investing in wellbeing is about investing in your people, because people are your most valuable business asset.

Are you ready to review your current employee experience and strengthen your organisation's culture?

Contact Us: info@seed-wellbeing.com

