



For Businesses, Charities and Educational sectors.

The Wellbeing Audit:

A Strategic Review
of People, Performance &
Culture

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The Overview:

In today's corporate world, wellbeing is not a perk. It's a performance imperative. Organisations face rising stress, burnout, and disengagement; Yet many wellbeing initiatives remain reactive rather than strategic.

Seed Wellbeing provides a clear, evidence-based understanding of how wellbeing is experienced across your business; identifying strengths, uncovering risks, and highlighting practical opportunities for improvement.

This structured review of leadership, culture, policies, communication, and employee experience, connects wellbeing directly to business performance. It equips leaders with actionable insights and a tailored Wellbeing roadmap to drive engagement, reduce absence, and enhance resilience across teams.

When wellbeing is embedded at the core of your organisation, people perform better, stay longer, and contribute more .

Create a workforce that's ready for the future!



1. Audit Content

An audit provides a holistic analysis of wellbeing across five key dimensions, combining qualitative insights with measurable data:

Leadership and Organisational Culture

- Executive and senior leadership commitment to wellbeing
- Psychological safety and trust across teams or faculties
- Alignment between values and lived experience

Work and Learning Environment

- Physical and digital workspaces that support wellbeing
- Flexible and workload management practices
- Inclusivity, equity, and accessibility of the environment
- Neurodiversities and how they can impact

Policies, Processes, and Governance

- Review of wellbeing policies, procedures, and frameworks
- Compliance with wellbeing-related regulations and standards



People Experience

- Engagement and professional fulfilment
- Access to wellbeing support
- Indicators of stress, burnout, or disengagement

Engagement, Communication, and Feedback

- Channels for employee feedback
- Communication and leadership visibility
- Participation and utilisation of wellbeing initiatives



Around a quarter of employees believe that their work has a negative impact on both their mental and physical health. In the past year, more than two-thirds of employees experienced a health condition, with anxiety (43%) & depression (24%) among the most common. Key drivers of negative mental-health outcomes at work include poor relationships with colleagues (75%), high workload (69 %) and line managers not helping staff to perform well (63%).

2. Strategic Priority

For both corporate organisations and educational institutions, wellbeing directly influences operational effectiveness, reputation, and outcomes.

The data is clear: organisations that invest in wellbeing experience measurable improvements in performance, retention, and culture.

Key Benefits for Corporate Organisations:

- Sustainable Productivity: Employees who feel supported perform consistently at a high level.
- Reduced Absenteeism and Turnover: Proactive wellbeing strategies cut costs associated with burnout and recruitment.
- Enhanced Leadership and Team Cohesion: Improved communication and trust drive innovation and collaboration.
- Reputation and Employer Brand: Demonstrating a commitment to wellbeing strengthens your standing as a responsible, people-first employer.



Key Benefits for Educational Institutions:

- Staff Retention and Morale: Supporting staff wellbeing fosters loyalty, motivation, and reduced attrition.
- Enhanced Student Outcomes: A healthy, engaged workforce creates a more positive and productive learning environment.
- Compliance and Safeguarding: Demonstrates adherence to wellbeing and mental health obligations.
- Cultural Excellence: Builds an institutional culture centred on care, respect, and professional integrity.



For every £1 spent on supporting the mental health and wellbeing of their workforce, employers get (on average) about £4.70 back in increased productivity. According to the survey, 46% of working parents are concerned about their children's mental health. Half of those who are concerned, say it impacts their performance at work.

3. The Initiative

A Wellbeing Audit is a comprehensive, evidence-informed process designed to drive meaningful and sustainable organisational change. The process includes:

Initial Consultation

A open discussion to understand your organisation's goals, current wellbeing approach, and desired outcomes.

Data Collection and Analysis

Independent staff surveys, feedback groups, and leadership interviews to capture authentic and honest insights and experiences.

Policy and Practice Review

Examination of your wellbeing and Mental Health policies, HR frameworks, and support systems.

Wellbeing Evaluation

Analysis of key data such as absence rates, retention, EAP access, turnover and engagement levels.



Detailed Insight Report

A tailored report outlining findings, current strengths, and evidence-based recommendations for improvement.

Action Plan Development

A prioritised roadmap detailing short, medium, and long-term actions to embed wellbeing across the organisation.

Optional Ongoing Partnership

Continued coaching, workshops, and review sessions to maintain progress and measure impact over time.



Approximately 1 in 6 employees in the UK report experiencing a mental health condition, with stress, depression, and anxiety being leading causes of sickness absence.

4. The Outcomes

Upon completion of the Wellbeing Audit, your organisation will gain a clear, data-driven understanding of its wellbeing landscape and a strategic framework for continuous improvement.

You will gain:

- A diagnostic overview of our findings.
- A clear picture of current wellbeing across all levels; from leadership to front-line staff, identifying both risks and opportunities.
- Independent survey insights.
- Actionable data that links wellbeing directly to your business or educational outcomes.
- Recommendations with practical, prioritised actions aligned to your organisational objectives, culture, and available resources.
- Increased engagement.



- A leadership team equipped with insights and tools to model and promote wellbeing, psychological safety, and trust.
- Reduced risk and greater compliance.
- Assurance that wellbeing practices meet legal, ethical, and regulatory standards, particularly relevant in education and HR governance.
- Support to build an annual Wellbeing plan around initiatives
- The ability to track and demonstrate the tangible business or institutional benefits of wellbeing.
- For organisations aiming to achieve wellbeing or mental health accreditation, the audit provides the essential baseline and evidence to progress confidently.



A significant number of employees consider health and wellness offerings when choosing an employer, with 87% of workers indicating this factor's importance.

What's Next?

As an award winning wellbeing expert with over a decade of experience, Hannah supports leaders and organisations 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 an investment in people and people are our most valuable asset.

Are you ready to explore how a Wellbeing audit could strengthen your organisation's culture?

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Inspirational Women of Portsmouth - Health
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