

Wellbeing Strategy Starter Kit

This is aimed at UK based Charities and is here to provide practical guidance, resources, and tools to foster a culture of wellbeing within your organisation.

1. Defining Wellbeing in Your Charity

- ☐ Understand the importance of wellbeing for staff, volunteers, and beneficiaries.
- ☐ Align wellbeing with your charity's mission, values, and operational goals.
- ☐ Identify key focus areas: mental health, physical health, financial wellbeing, work-life balance, and professional growth.

2. Conducting a Wellbeing Assessment

- ☐ Use surveys and feedback sessions to gauge current wellbeing levels.
- ☐ Identify key challenges and areas for improvement.
- ☐ Set measurable objectives for enhancing wellbeing.

3. Building a Wellbeing Culture

- ☐ Create leadership buy-in: your people leaders should champion wellbeing.
- ☐ Develop clear policies on flexible working, mental health support, and staff engagement.
- ☐ Encourage open conversations and remove stigma around wellbeing concerns.

4. Implementing Wellbeing Initiatives

- ☐ Mental health support: Provide access to counselling, peer support, and training.
- ☐ Physical wellbeing: Promote movement, healthy eating, and ergonomic workspaces.
- ☐ Financial wellbeing: Offer guidance on pensions, budgeting, and financial resilience.
- ☐ Work-life balance: Encourage boundaries, holidays, and self-care practices.

5. Measuring Success & Continuous Improvement

- ☐ Set key performance indicators (KPIs) for wellbeing.
- ☐ Regularly review progress through surveys and feedback loops.
- ☐ Adjust strategies based on changing needs.

6. Resources & Support

- ☐ Signpost to UK wellbeing organisations (e.g., Mind, NCVO, CharityComms).
- ☐ Provide training opportunities for managers and teams.