



One Small Change Can Make A Big Difference

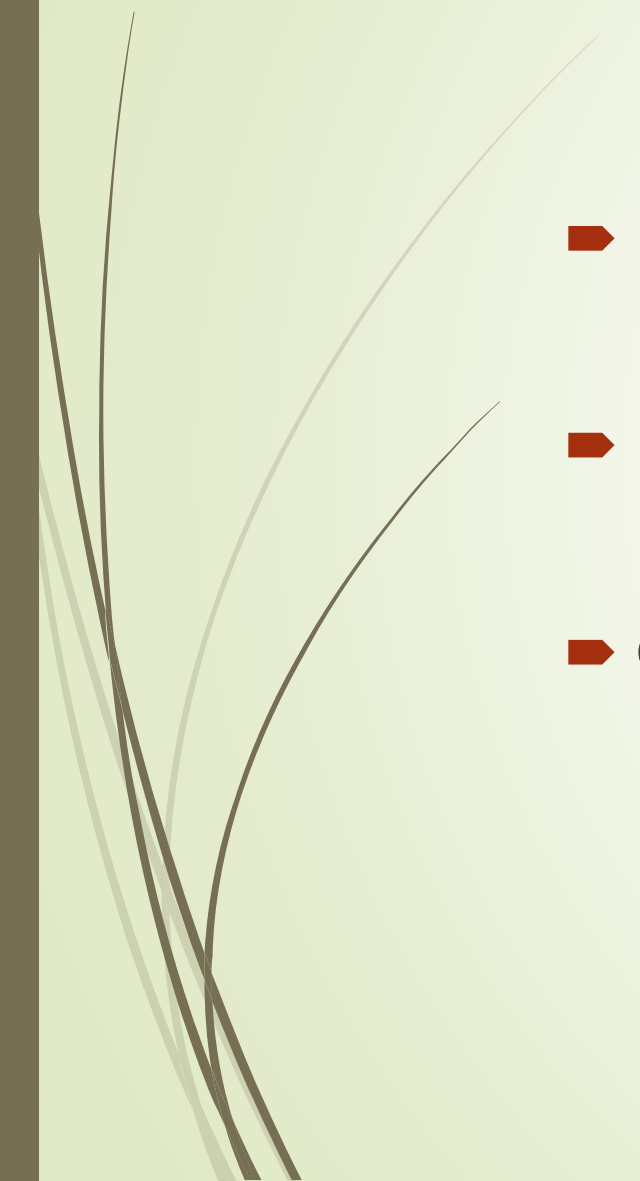
The journey to wellbeing in the workplace accreditation

ESRA

FSN

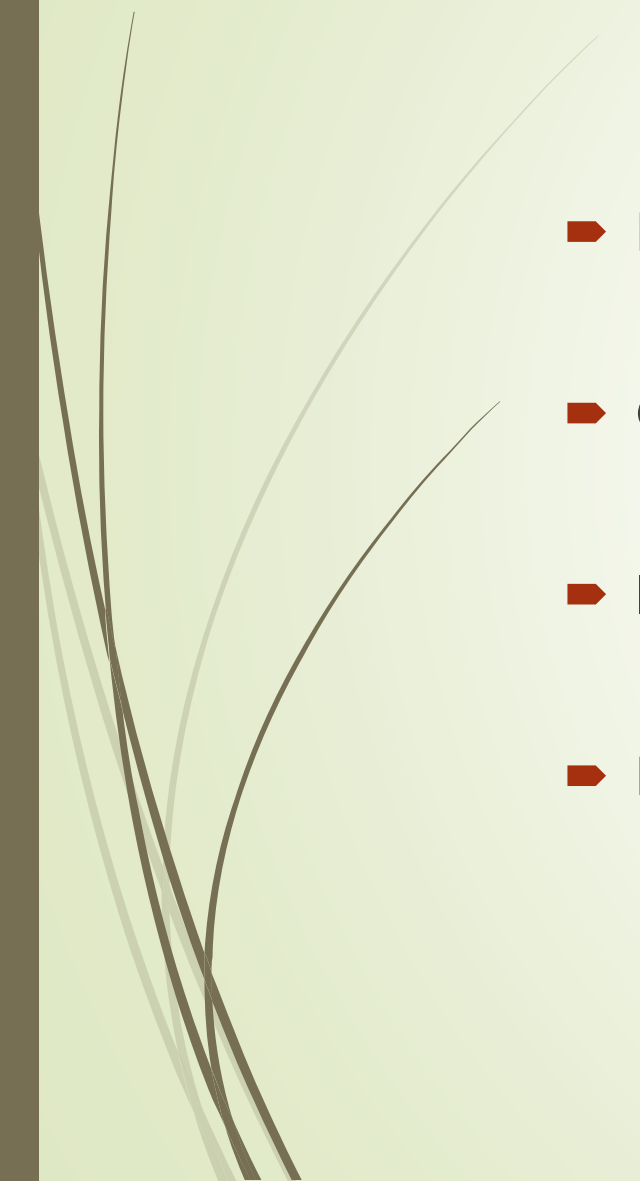


Why wellbeing matters

- ▶ Ensure a healthy , motivated and productive workforce
 - ▶ Reduce staff burnout and staff turnover
 - ▶ Creates a positive work culture and that benefit clients
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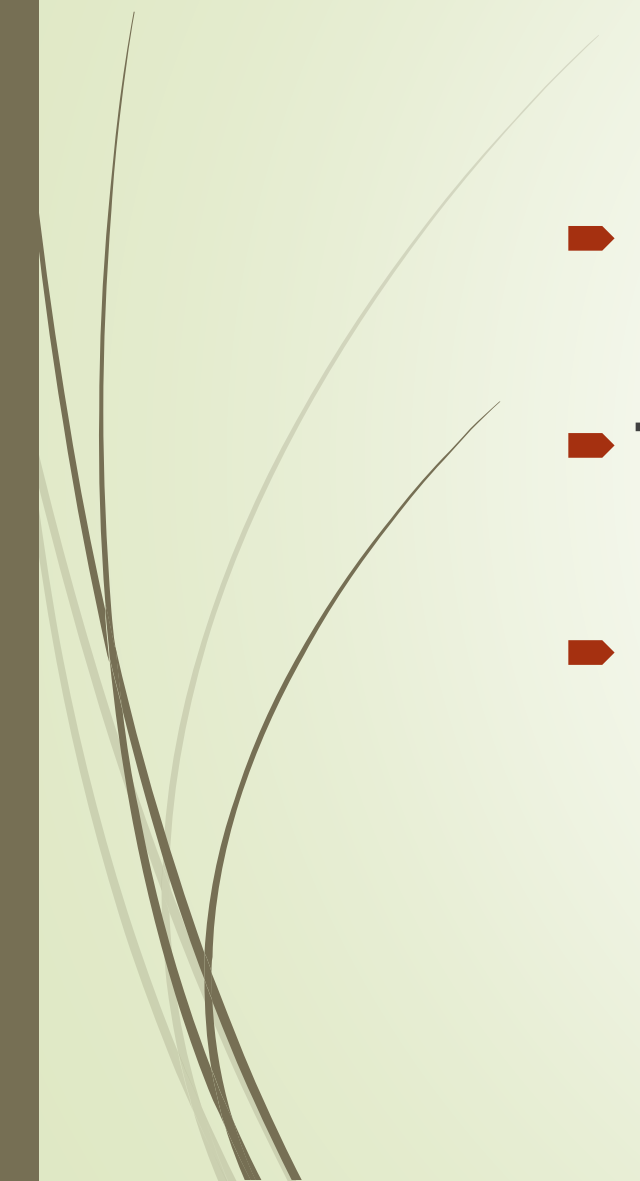


Why did we do it?

- Recognise and respond to the challenges faced by staff
 - Opportunity to review current practices, learn from the process
 - Identify training and best practice to support the workforce
 - Provide consistent support across the organisation
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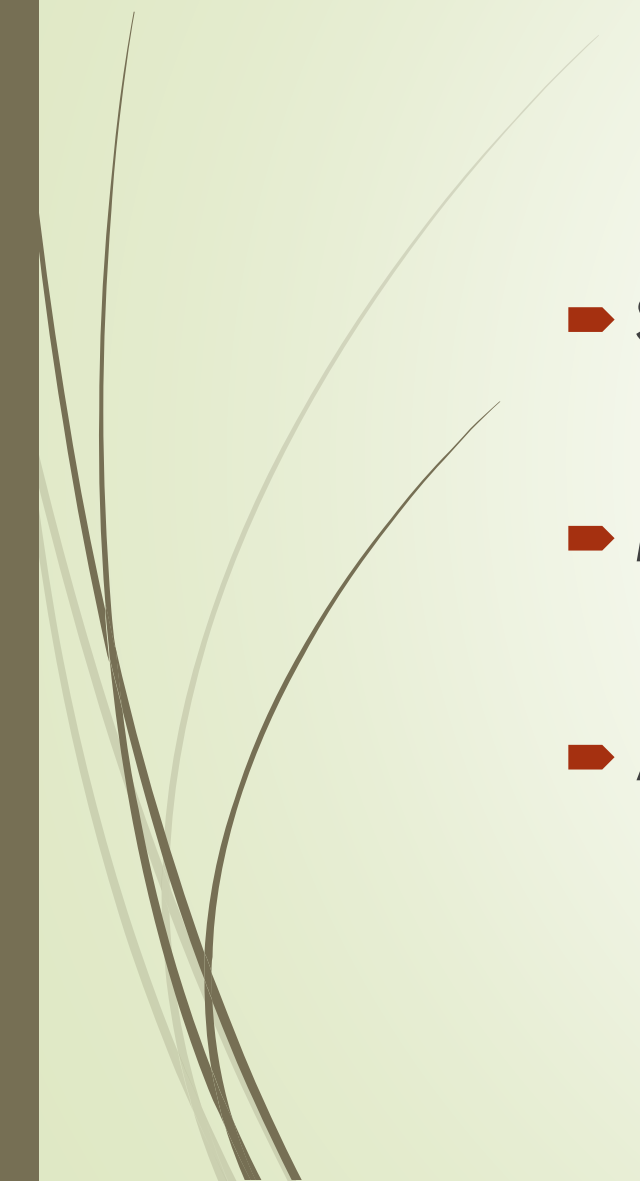


FSN

- ▶ **FSN Trustees commitment**
 - ▶ **Team of 77 staff**
 - ▶ **Baseline – surveys, policy reviews, training**
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East Sussex Recovery Alliance

- **Small team of 10 staff over two sites**
 - **Majority of team have lived experience**
 - **All staff part time**
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Small things can make a difference

- Developed a staff room
- Additional training opportunities
- Wellbeing sessions

A healthy staff means better support for clients, ensuring the success of recovery pathways

Staff wellbeing is crucial in sustainable service delivery



Outcomes

- Development of Wellbeing Toolkit
- Awareness raising throughout the organisation
- Training for staff
- Updated policies
- Monthly staff newsletter
- Annual staff survey

Reduced sickness and improved staff retention