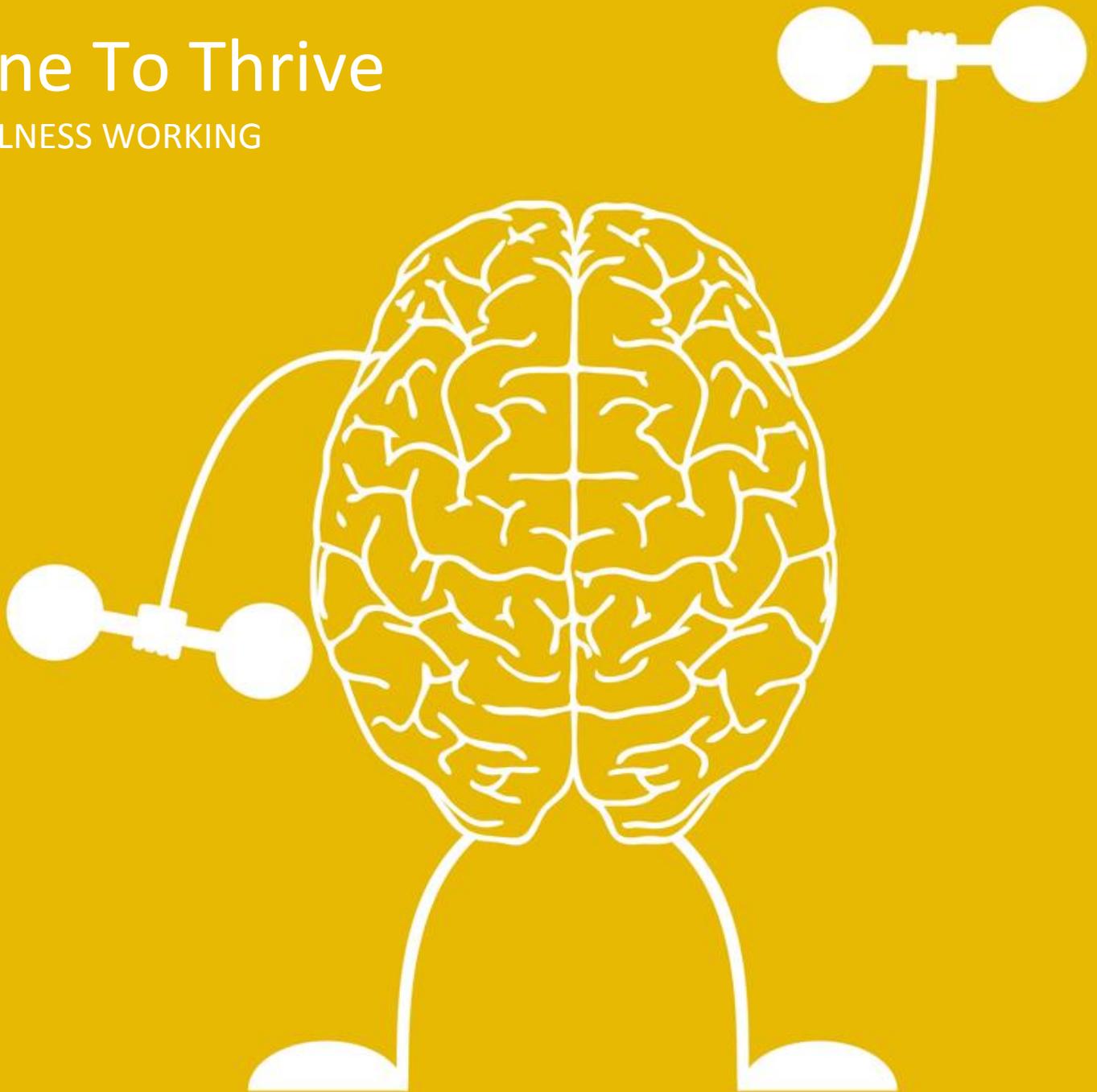


A guide to kick-starting your
WORKPLACE WELLBEING
programme

Nine To Thrive

WELLNESS WORKING



ninetothrive.org

Contents

Forward	3
Introduction	4
What to consider	6
Planning an event	7
<hr/>	
 Connect	8
<hr/>	
 Be Active	10
<hr/>	
 Keep Learning	12
<hr/>	
 Give To Others	14
<hr/>	
 Take Notice	16

Forward

Workplace Wellbeing has become a strategic priority for many businesses and it involves taking a more proactive and preventative approach. This is based on the premise that, if employees feel well and happy at work, they are more productive, have lower absence rates and are more likely to stay with the company for longer.

Obviously, every company is unique. You all function in different ways, are starting at different points with regard to integrating wellbeing practices into the existing working culture and have varying budgets and resources to put towards this shift in focus. Having worked in this arena for many years, our experience tells us that the stumbling block for many businesses is the lack of knowledge about where to get started.

We have approached this increased demand for clarity by creating this free useful guide to help you find what will be the most effective wellbeing strategies for your company. We have designed it to encourage engaged participation from your staff, especially if they have relevant hobbies, interests or skills that would sit nicely within your wellbeing activities.

By using the Nine to Thrive service, you not only have access to this simple and adaptable framework, but also to the network of local people and services that can offer their time to provide health and wellbeing support for your staff. In addition, you can take advantage of our fantastic 'Closing the Wellbeing Gap' Workshop for staff, a FREE initial taster session, visit our website to find out more <https://www.ninetothrive.org>

Nicola Rich of Stride Treglown and Anne Sheekey of ATTIC met at the Health and Wellbeing action group, originally set up for the Bristol 2015 European Green Capital year. We helped to create the first Bristol Healthy City Week and worked with health professionals from many sectors of the city. We see an essential need for a change of approach from the old reactive style of 'healthcare', i.e. dealing with the problems once they exist, to a new more proactive way of looking at things, as well as trying to prevent the problems before they arise.

A wellbeing culture is a positive one; it is about facing forward and promoting an environment where people can thrive.

We hope you will join us and we would love to hear from you.

Nicola & Anne

Introduction

What is it all about?

The concept of wellbeing comprises two main elements: feeling good and functioning well.

Feelings of happiness, contentment, enjoyment, curiosity and engagement are all characteristics of someone who has a positive view of his or her life. Equally important for wellbeing is our functioning in the world. Experiencing positive relationships, having some control over one's life and having a sense of purpose are all important attributes of wellbeing.

We have used The Five Ways to Wellbeing as a framework for this guide. The Five Ways to Wellbeing are a set of evidence-based public mental health messages, aimed at improving the mental health and wellbeing of the whole population. They were developed by NEF (the New Economics Foundation) as the result of a commission by Foresight, the UK government's futures think tank, as part of the Foresight Project on Mental Capital and Wellbeing.

www.neweconomics.org/publications/entry/five-ways-to-well-being-the-evidence

“A journey of a thousand miles
begins with a single step.”

Lao Tzu

Guide to 'The Five Ways to Wellbeing'



connect > **be active** > **keep learning** > **give** > **take notice**

For each of the five ways, we have made some suggestions for the sorts of activities you might like to consider for developing your own programme.

Using this simple, helpful guide is a great way of building a platform from which to gauge what is the most impactful and engaging programme for your own employees and from there, to allow these positive business practices to have the room to flourish in the future.

What to consider

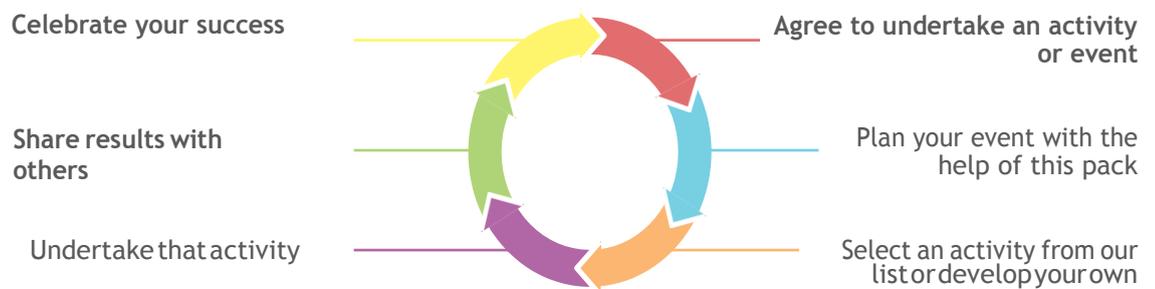
There are a few things worth considering before really getting started, especially as some companies will be more 'well-being ready' than others. The following points will help you to focus on the main areas you need to address and also to check that everyone has a shared goal as to what you want to accomplish by implementing these changes.

1. What does well-being mean to you and your company? It is worth considering a 'definition' that suits your values and the way your business works. To ensure that it embraces everyone, it should be easily accessible and simple to understand. Holding a launch event to explain your well-being agenda can be a great icebreaker, possibly including a short employee survey to gauge what people are most interested in.
2. Can you think of ways that will enable you to measure your progress? Often with well-being projects, it is hard to measure outcomes accurately (other than obvious ones such as staff turnover and absence). However, there are ways to measure both objective and subjective outcomes and even staff surveys at the start so, as you progress, they can give you a very good idea of how successful certain activities and changes are.
3. Start small and be realistic. Some companies will be fully supportive of a big cultural change throughout their entire organisation, while others will be happy to raise awareness and target very obvious things that need addressing. The latter is often driven by a few concerned individuals and the company won't get fully on board until the positive outcome of the change is realised. As things progress and people become more engaged in the process, the growth will happen organically.
4. It is the duty of a business to create a working environment that helps everyone, including the business itself, to thrive. The more staff that play an active role in improving the culture in which they work and the mutual care and protection of their colleagues, the more potent and long-lasting these changes are. Consider how you can engage people through their unique skills, interests and even using 'well-being champions' to help you. It is good to have a 'sanity checker' as you won't believe some of the crazy ideas that will crop up!
5. Have some fun with it! 😊

Planning an Event

It can be helpful to remember that introducing a change for the first time can be met with some resistance and cynicism. We genuinely believe that if you put your people at the heart of wellbeing initiatives and demonstrate care about them and their lives, people will come on board. A little persistence and resilience is also required. Try to avoid being ‘the expert’ of people’s lives or preaching about wellbeing, and instead present interesting ideas and concepts, inviting people to participate if they wish. We found this approach has served us extremely well. Selecting a broad range of activities may help you to reach a wider audience.

Journey of planning an event



Theme	What is it about?
Connect	Connect with the people around you, with your employees, colleagues, clients and associates. This is all about developing relationships, reaching out and taking a genuine interest in those around you.
Be Active	Go out for a walk or a run. Step outside. Take regular breaks away from your desk. Cycle; play a game; cut the grass; dance. Exercising makes you feel good. Most importantly, discover a physical activity you enjoy and one that suits your level of mobility and fitness.
Keep Learning	Try something new. Rediscover an old interest. Sign up for that course. Take on a different responsibility at work. Learn what the other departments in your building do. Learn from your colleagues; maybe they have a special talent they wish to share and vice versa. Set a challenge you will enjoy achieving. Learning new things will make you more confident as well as being fun.
Give to others	Do something nice for a colleague, friend or stranger. Thank someone. Smile. Volunteer your time. Join a community group. Look out, as well as in. Seeing yourself, and your happy attitude liked in the wider community (and workplace) can be incredibly rewarding and creates connections with people around you.
Take Notice	Be curious. Catch sight of the beautiful. Remark on the unusual. Notice the changing seasons. Savour the moment, whether you are walking to work, eating lunch or talking with friends and colleagues. Be aware of the world around you and what you are feeling. Reflecting on your experiences will help you to appreciate what matters to you.

Connect

Ideas for action	What is it all about?	How do we do it?
Breakfast Gathering	Bringing colleagues together	Invite teams to arrive early and have breakfast together. You can either provide a healthy breakfast, or staff can be encouraged to bring their own.
Email-Free Hour	Encouraging people to talk instead of sending an email	If you're feeling brave enough, you could make the task longer than an hour. You could say that it only applies to internal email communication, or that today, staff are going to talk to their clients rather than emailing them.
Internal Net-Walking	Encouraging people to connect while taking physical exercise	Arrange for people from different teams or sectors to host a local walk where they get to meet and talk to people they may not know that well. Have you considered arranging a Net-Walking event for your clients? Walking out in the fresh air seems to relax people almost immediately and they are usually able to talk more freely.
#Your company name wellbeing	Encouraging connection online	If your company uses social media, ask your staff to tweet what they have done today to connect with others. You may encourage them to upload some photographs. People feel more able to connect with companies when they find common interests and values.
Staff Fun Facts Quiz	Encouraging cross department communication and developing empathy	Take about fifteen minutes to write questions such as: "Name one person with over ten years' service?", "Who has a middle name of 'Jane' (say)?" or "Name three people that have a dog as a pet."
Time To Change	Make a pledge and join a growing social movement who have pledged to challenge mental health discrimination	Since 2007, 'Time to Change' has been the leading campaign against mental health discrimination in England. In this time, more than sixty thousand people across England have added their name to their pledge wall, showing support for those who face mental health discrimination. You can encourage individuals, or even make an organisational pledge. To find out more visit, www.time-to-change.org.uk .
Connect for Mental Health	Connecting people with community services; Affirming that it is OK to talk about mental health; Reducing stigma and isolation	Consider giving people a hand-out about useful services in the community. If you have an intranet, have a page dedicated to Health and Wellbeing. Invite someone from the community to provide a talk about mental health. Consider local charity Organisations such as Bristol Mind, www.BristolMind.org.uk .
Wellbeing Champions	Developing others and giving people new opportunities to develop	Most companies will have at least one staff member who has an interest in health and wellbeing. Empower those people to become Wellbeing Champions, so that they can promote health and wellness activities in the workplace. We recommend hosting a Wellbeing Champion Workshop to establish the boundaries of the role. Contact Nine to Thrive for more information.



Ideas for action	What is it all about?	How do we do it?
Workplace Wellbeing Charter	Once you have some Wellbeing activities underway, you might like to think about signing up to the charter as a next step.	The Charter helps organisations to identify current strengths and new opportunities to improve the health, safety and wellbeing of their employees. It also provides employers the ability to Audit and Benchmark against an established and independent set of standards. It comes in three levels (commitment, achievement and excellence) and is suitable for organisations and businesses of any size in any sector. A formal accreditation process is available for those who would like to work towards receiving such an award. The Workplace Wellbeing Charter is a free scheme run by Bristol City Council. To find out more visit, www.wellbeingcharter.org.uk .
Men that talk	Men getting together to talk. Pick a time, a date and a board topic.	Does the notion of bromance - a word usually said with a smirk - reflect something genuine and new about how men communicate these days? Yes it does. At Stride Treglown Architects, a male member of the staff set up a 'men that talk' session. It takes place once a month for forty minutes and men get together for the purpose of just talking. They didn't anticipate how popular it would be. Recently, people outside the organisation heard about it and asked to come along. Themes may include: New Year – New Intentions, Reflecting, and Openness.
Room 101	What prevents your staff from performing their best?	Invite staff to banish their top work related peeves to the depths of Room 101. You could have a suggestion box where people write down what is stopping them from performing their best. We did this at a staff conference last year and it was such fun and we had some really good suggestions and made some changes as a result. You may want to have some basic rules in place, such as you can't put a person into Room 101!
1-2-1 Conversations	It's good to talk. Employees feel more engaged when their managers show an interest in them.	Take away form filling, competencies and the horrid feedback sandwich, and invite your managers to have a one-to-one conversation with their staff instead. Three simple questions could be: "How are you personally?", "How do you feel about your work?" and "How can I support you?" Show a genuine interest in each of your staff and you will be amazed by the results you get. Some management styles will be more akin to this; others may need a little help.

Be Active

Ideas for action	What is it all about?	How do we do it?
Walk and Talk Meeting	Take your meeting outside and go for a walk while you talk	Who was it that said meetings need to take place in a room around a table with people sitting down? We found meetings where we walked and talked were often quicker and more productive. They are more suited to a smaller meeting between two to four people where you want new ideas or a fresh approach. You can always come back to the meeting room to close the meeting and make notes, etc. Be mindful of those attending and whether or not they are able. Consider your route; if someone has a fear of heights, you may want to avoid the Clifton Suspension Bridge!
Pedometer Challenge	Encouraging team working and exercise	The Pedometer Challenge is a fun way of encouraging employees to be more active. Over four weeks, teams of participants wear pedometers and record their steps each day, competing to see who can do the most. The British Heart Foundation provides a brilliant pack to employers wanting to take up the challenge for a very small donation. We found this to be the most popular of all our wellbeing activities: www.bhf.org.uk/publications/health-at-work/health-at-work-pedometer-challenge-pack
Adult Sports Day	Demonstrating that exercise can be fun and doesn't have to be costly	This can be done during lunch or after work. Find some outside space and arrange some fun games such as an egg and spoon race, a three-legged race or a game of rounders, etc.
Goal Setting For Fitness	Motivating others to take up exercise	Invite a local fitness instructor to talk about how and why most of us give up on exercise after a short while. If we want to be fit and well, we need to link exercise with our intrinsic motivation.
Living Streets	Helping to create a walking nation	Living Streets can support your Health and Wellbeing plans by introducing more activity into the working day of your staff. Their engaging walking campaigns will inspire your employees to think about their activity levels and will help to introduce more walking into organisational practices. They can also support your green travel plans by reviewing the way your staff travel to work and raising the profile of walking as part of a sustainable travel commute.
Boot camp / Yoga / Pilates	Developing fitness, inner and outer strength, or weight management	If you are lucky enough to have some outdoor space near you, why not organise an exercise class? If you have a meeting room or a garden that can be used, then even better. Invite a local trainer to run a class after work on a certain day each week. Employees can either pay for it themselves, or you can part cover the cost of the class, or fund it fully. If not, negotiate a favourable rate at a local gym or class near where you work and let your employees know.



Ideas for action	What is it all about?	How do we do it?
Eat Well	Educating people about nutrition and staying well	What we put into our bodies has a huge impact on the amount of energy we have to go about our daily activities. The many conflicting stories in the press inviting professionals to dispel the myths can be really powerful. In the resources section, we have a number of people willing to provide a thirty minute talk for free. If you have a bit more in the budget, consider holding an event at the Penny Brohn Centre. They have a wonderful kitchen event room whereby they invite a nutrition expert to demonstrate live healthy cooking. There are lots of tasting opportunities too!
Back Health and Posture	Proactive back health by early intervention	Invite your local therapist to talk about good posture and back health.
Celebrate Cycling	Getting people back on their bike and finding Healthy sustainable ways of getting to and from work	Set up a Cycle to Work Scheme (www.cyclescheme.co.uk) which allows your employees to purchase a bike, spread out the payments over a twelve month period and save some money in doing so. Invite a Bike Doctor to visit your office, or put on a breakfast for those that have travelled into work by healthy means. Let people know about the website where people can hire a bike for up to a month for a small deposit (www.betterbybike.info/loanbikes).
Covert your meeting table into table tennis	Physical activity can be fun. A gym is not for everyone; take time to think more creatively about exercise.	Introducing table tennis into your workplace is a great way to improve health and wellbeing amongst staff. It is shown to increase social interaction and cross-departmental relationships (for the benefits of both work and pleasure) and table tennis has a great knack for involving and engaging people who are normally happier to reside inside their shells or shy away from sport or physical activity.
Hooping	Five minutes hooping each morning and evening is reported to help keep ones waistline in trim.	This 1950's craze is no longer just child's play. Hula-hooping, or "hooping," has re-emerged as a great cardio workout to slim your waist, hips, buttocks and thighs while toning your abdominals and lower back muscles. Hooping can be done indoors or outdoors, on your own or with a group in a class setting.
Teaming Up	There is nothing quite like a little healthy inter-team competition to get everyone fired up.	Bowls; rounders; netball; football; kite flying...you'll be more motivated to exercise when you've got teammates waiting on you for practices and games and you'll be so focused on the game and the social aspects of playing in a team that it won't feel like exercise.
Gardening	From planting a seed to learning how to grow your own, gardening is a great way of connecting people of all ages whilst being active.	I am sure that you will have some avid gardeners in your organisation. If you have are lucky enough to have a garden at work, encourage staff to grow herbs, plant wild flower seeds to encourage wildlife, have a sunflower growing competition, or if you have the space, consider creating some space for staff allotments; they don't have to be that big. Alternatively, contact Avon Wildlife, as they have a diverse range of jobs that your staff could be involved with, including horticulture, land management and conservation.

Keep Learning

Ideas for action	What is it all about?	How do we do it?
CPD (Continuing Professional Development)	Opportunities to learn in small bite sizes from each other	We asked staff to put on a twenty minute lunchtime talk about a specific area of work. Some of the most popular included Excel hints and tips, Communication, and Finance for Managers. We were pleasantly surprised by how many people offered their time.
Training Workshops	Educating people about Wellbeing	There is no end to the number of workshops available on the market. We invite you to put on a workshop with a wellbeing theme. Some of the most popular include: Developing Resilience, Five Ways to Wellbeing, Mental Health Awareness, Mental Health First Aid, Becoming a Wellbeing Champion. There is often a cost attached to these workshops. Did you know that the charity organisation, Bristol Mind, has a range of mental health and wellbeing workshops? We have a link to their Wellbeing training programme on our website: bristolmind.org.uk , or email training@bristolmind.org.uk to find out more.
PechaKucha	Creating impact, sharing knowledge	20x20 is a simple presentation format where you show twenty images, each for twenty seconds. The images advance automatically and you talk along with the images. Impactful is the only word to describe this. Pick a theme, set a date and time, invite people to present, watch the clock and have fun. We made a larger event of it and invited staff and clients.
HearFromAn Expert	Providing learning opportunities for employees to make links between taking care of themselves and how work can play a vital role in mental health	Many people may be confused about what Wellbeing is about. The first step is to find a speaker! Ensure the subject is relevant and accessible to your business. Talk to the speaker about what you would like out of the event. The subject of mindfulness is very topical at present, as is Emotional Intelligence.
Reflective Writing	This can aid feeling of wellbeing, reduce feelings of stress, and improve sleep.	Reflective writing involves an exploration and explanation of an event or period of time, providing a quiet space for staff to take a moment out to reflect on their day, writing down their concerns and feelings, which can be extremely beneficial. <ol style="list-style-type: none"> 1. Set up a small group; 2. Agree how often to meet, and for how long; 3. Provide a space for different examples of journal writing; 4. Share ideas; 5. Allow time for quiet reflection. <p>You may want to carry out a short survey before or after to see what changes, if any, the exercise brought about.</p>



Ideas for action	What is it all about?	How do we do it?
Job Swap	Fostering positive working relationships with others. See different perspectives, learn new skills.	Have you ever wondered what it may be like to work in a different department, attend a client meeting, spend a day on the front line or attend a strategic meeting? This exercise helps people to see the bigger picture and invites a new perspective, thus generating new ideas and approaches.
Mentoring Programme	Developing skills and sharing experiences.	Help people to pair up with other people who are more experienced or further into their career. Provide a workshop for mentors explaining what a mentor is (and isn't), and how they can help someone else to develop their own career. We found mentoring to be motivational for both the mentor and the mentored.
Discussion Groups	Getting people talking and building relationships.	Select a topic or theme of the discussion, be that an interesting article or topic such as: Health, Wellness, Sustainability, or Customer Service. Invite people to come along to have a conversation. You will need space for about four to eight people, including a facilitator. The facilitator can be a member of the group and can be rotated. The facilitator ensures that the group stays on topic, invites everyone to speak and keeps track of the time.
Hobby Workshops	Unlock people's hidden talents and maybe generate a lot of laughter.	Dig a little deeper and you will uncover a lot of talented people in your company for a number of reasons that will be a surprise to you. We know of staff members who have held a craft workshop, an art class, a jewellery making class, and even a choir singing class, which was very funny. We know of a lady that taught her company to make origami flowers out of recycled paper and handed them out to their customers! These short little workshops, at lunch or after work, can be fun and inspiring.
Health Education	Help foster positive and informed attitudes about health. Focus on what people can do, rather than what they can't.	Put up interesting articles about Health and Wellbeing in your office, post blogs and write intranet articles. Share inspiring staff stories of recovery. Have a small library of self-help books or ask people to write a short review of their favourite self-help book. Add a BMI chart in your toilet with weighing scales, so people can discreetly weigh themselves (www.nhs.uk/livewell).

Give to others

Ideas for action	What is it all about?	How do we do it?
Pay It Forward	Show that you care. 'Paying it Forward' can also attract positive publicity for your business, which is priceless when attracting and retaining loyal customers.	There is tremendous power and positive energy in giving. It is a shame that not enough people have experienced it to the fullest. Pay It Forward Day is about all people in the organisation giving to someone else and making a positive difference. Visit the following website for more details: payitforwardday.com/about .
Organise A Charity Event	When we consider those less fortunate than ourselves, we start to develop empathy and put life and work into perspective. This can help people develop a sense of meaning, purpose and pride.	Why not consider a charity event that either connects directly with your business, or with a Health and Wellbeing theme? You could organise a staff charity walk or run. A charity cake bake day also proves to be very popular. Imagine your very own staff in an in-house bake off. Invite a local chef to be the judge and everyone gets to sample the baking delights by making a small charitable donation.
Gratitude Wall	Fosters positive feelings in the workplace. Aids motivation, and cooperation. Helps people to feel valued. Encourages positive behaviours.	Provide a notice board, wall space or chalk board/table in your office where people can post messages of thanks or notes about what they are thankful for. Inform people about what a 'gratitude wall' is and why you have it. Encourage a small group of people to start it and allow it to grow in momentum.
Cash Health Scheme	Providing affordable access to everyday health and wellbeing activities and treatments helps employees to take responsibility for their health and wellbeing in a proactive and positive way.	A health cash plan helps staff to budget for the cost of visiting the dentist, optician, physiotherapist and a number of other healthcare professionals. Whether it's a check-up, treatment or an emergency, you can give your staff up to annual limits for things that will help them to live and work well, through a cash health plan/cash back scheme.
Surprise Gift	Demonstrate that little acts of kindness can go a long way. Having a sustainable theme helps to educate employees about their environment and surroundings.	It doesn't have to be expensive; it can be anything from putting a pack of sunflower seeds for the garden with a little note on everyone's desk, or some fresh herb seeds, to a small plant, or plant a tree gift. These little touches go a long way.
Consider paying the living wage	Work can be the surest way out of poverty.	The Living Wage is calculated according to the basic cost of living in the UK and employers can choose to pay it on a voluntary basis. The Living Wage affords people the opportunity to provide for themselves and their families.
Flexible working	Enable a better balance between work and home.	Flexible working can take many forms, such as part-time working, term-time working, job-shares, home working, compressed hours and flexitime. The main benefit for your employees of working flexibly is that it gives them the chance to fit other commitments and activities around work and make better use of their free time.



Ideas for action	What is it all about?	How do we do it?
Charity of the Year	The act of giving to others in need can give you a sense of purpose in life or at work, and inner satisfaction.	Choose a charity to support for twelve months. Employees can vote for their favourite charity and then fundraise for their most popular cause. Some employers match the funds its workforce raises, while others promote payroll giving and time off to volunteer.
Give Blood	Saving and preserving lives.	Most people between the age of seventeen and sixty-five can give blood, with men able to donate every three months and women every four. The most time-consuming part is finding your local donor centre and setting up an appointment; actually pumping out a pint of the red stuff can take as little as ten minutes (https://www.blood.co.uk).
Recycle unused IT equipment and office supplies to local charities	What is one man's junk is another man's treasure.	Computers for Charities has recycled more than 250,000 computer systems and distributed them to 105 countries, but legislation requires that, to qualify for recycling, the equipment must be less than five years old and in full working order.
Volunteer days for staff	Building social circles and reaping the physical, mental and spiritual benefits from contributing to greater causes.	Research shows that volunteering helps staff develop leadership, decision-making and negotiation skills. It can also help staff develop as individuals, boost morale and improve retention (www.timebank.org.uk).

Take Notice

Ideas for action	What is it all about?	How do we do it?
Go Green	Go Green is a scheme supporting businesses, charities and organisations of all shapes and sizes. It's a unique opportunity to show the world that your region leads the way in sustainable business practices.	Go Green will help you to generate a bespoke Action Plan relevant to your business and it's free! Use the action plan as a checklist to tick off tasks you are working on or have completed across the five Go Green themes: Energy and Efficiency, Travel and Transport, Planning and Resilience, Sustainable Sourcing, Happy and Healthy. Get inspiration for new green actions that you may not have considered. Learn about local organisations that can help you. Access resources and case studies featuring ideas and top tips, from other businesses in Bristol and the West of England. Demonstrate your progress as you complete actions.
Thirty Minute De-clutter	Help to reduce the spread of germs in the workplace to create a nicer working environment.	Encourage staff to put down tools for half an hour, look at the space around them and take a moment to freshen it up, file their paper work and clear their desk. You can provide antibacterial wipes and easy access to recycling bins. This weekly exercise can help to prevent the spread of germs and foster good housekeeping and practices.
Develop Mindfulness	Know how to help improve resilience, and to reduce both stress and anxiety.	Being in a state known as mindfulness ('the state of being attentive to and aware of what is taking place in the present') has also been shown to predict positive mental states, self-regulated behaviour and heightened self-knowledge. Invite a mindfulness trainer into the office to demonstrate how mindfulness works and how it can be developed.
Tea and Coffee	Pay attention to those things you do without thought, yet are very impactful on your health.	Encourage staff to swap their usual tea and coffee for a glass of water, a fresh juice drink, a herbal tea or a proper pot of loose tea for the day to highlight the habits that aren't necessarily good for us, but that we do without thought. Contact www.attictea.com .
Host A Bee Hive	Help to increase the bee population and educate people about why bees are so important to our environment.	Honeybees need your help! Do you want to help honeybees without getting your hands sticky? Now you can host a beehive. To find out more, contact www.avonwildlifetrust.org.uk/getbristolbuzzing .
Photo Competition	Engage your staff by running a photography competition.	Agree a theme, set a deadline and have a prize. Popular suggestions for staff have included: What makes you happy? What you do for fun? Also, use broader subjects such as Wildlife, Green Space, People, etc.



Ideas for action	What is it all about?	How do we do it?
Morning Chorus	Certain sounds, including birdsong, make it easier to focus.	Play a birdsong in reception or in the wider office. “People find birdsong relaxing and reassuring because over thousands of years, they have learnt that when the birds sing, they are safe; it’s when birds stop singing that people need to worry. Birdsong is also nature’s alarm clock, with the dawn chorus signalling the start of the day, so it stimulates us cognitively” – Julian Treasure.
Build A Waste Mountain	When it comes to reducing your environmental impact, it can be that it is the lowest of the low-hanging fruit that is reducing your waste. Building a waste mountain helps staff to visualise how much you send to landfill every week.	Identify an appropriate waste stream for this activity, i.e. something that is not currently being recycled by your organisation, but can be in the future. Pick something fairly clean and dry (you want to create a mountain, not a mess); cardboard boxes or plastic drinking cups work well. Communicate this activity well with reminder emails and clear signage about separating waste. At the end of the week, assemble your mountain with some volunteers, preferably somewhere prominent that isn’t a health and safety hazard!
Movie Night (or Lunch)	Films are a great way to share some of the key global issues in an accessible, inspiring and time-effective way!	There are many options out there, but ‘No Impact Man’, ‘An Inconvenient Truth’, ‘The Age of Stupid’ or ‘Food Inc.’ all highlight important sustainability issues. Members can see a full list in our resources page. If you are pressed for time, a short TED talk could also work well. Now you just need the following vital items: a television or projector and some fair trade popcorn. Set aside some time after the film if you would like to have a discussion about some of the main points.

Workplace Wellbeing Pack



Launched to coincide with Bristol's year as the European Green Capital, Go Green is a collaborative project between Business West and Low Carbon South West with initial funding from Bristol 2015. The aim of the project is to build and grow a sustainable business community across Bristol and the West of England. This is achieved through the free online tool which generates a bespoke action plan for organisations of all sizes and from all sectors, be they for profit or charities. The action plan signposts resources and initiatives, across the region and beyond, that can support organisations in improving their green credentials, inspire their teams and have a positive impact on their local communities. To complement the action plans, Go Green runs regular events, from monthly business breakfasts with expert speakers and peer case studies, to in-depth workshops and behind the scenes tours. Go Green is supporting the Workplace Wellbeing Week pack as a complementary and an extremely useful resource that supports actions under the Go Green Happy and Healthy theme.

Amy Nicholas, Go Green Project Manager.

Nine to Thrive is sponsored by:

STRIDE TREGLOWN

Stride Treglown is an employee owned architecture practice, with over 300 people across 9 offices in the UK.

We were the first company to achieve 'Excellence' in all 8 areas of the Workplace Wellbeing Charter. Since implementing our wellbeing strategy we have seen our staff engagement rate rise to 83%, compared to the national average of 36%.