

COURSE CONTENT OVERVIEW

Health & Wellbeing

This Health and Wellbeing course aims to teach managers and supervisors the skills they need in order to design and implement a successful and effective wellbeing strategy in the workplace. By doing so, the health, safety and wellbeing of all employees will be upheld, job satisfaction will be enhanced and your business will become an attractive place to work.

Module One: Introduction to Health and Wellbeing

This module introduces the concept of wellbeing and outlines your duty of care as an employer or manager. The module looks at why a wellbeing strategy is essential and which health problems it aims to manage.

- What is wellbeing?
- Duty of care
- The Wellbeing Workwell model
- Your wellbeing strategy
- Physical and mental health problems

Module Two: Mental Wellbeing

This module talks about the stigma of mental health problems and provides tips for improving mental health in the workplace. The module also discusses the importance of resilience, mental fitness and healthy living for employees.

- Mindful Employer
- Tips for promoting mental health
- Workplace culture
- Mental fitness and building resilience
- Healthy living

Module Three: Social and Workplace Wellbeing

This module looks at how you can promote health and wellbeing by improving workplace security, encouraging trustworthy relationships, promoting equality and diversity, and inspiring workers to adopt a healthy work-life balance.

- Security
- Bullying, harassment and conflict
- Equality and diversity
- Emotional intelligence, communication and listening
- Flexible working and taking leave
- Work-life balance
- Job satisfaction, motivation and rewards

Module Four: Physical Wellbeing and Health and Safety

This module explains the physical ill-health people at work may suffer and outlines the importance of doing a risk assessment and making adjustments for people should they need them.

- Fatigue and burnout
- Health and safety risk assessments
- Individual capabilities
- Workplace adjustments
- Workstation ergonomics

Aims of the training

By the end of this course, learners will:

- Understand what makes a successful wellbeing strategy and know what needs to be considered to promote and maintain health, safety and wellbeing in the workplace.
- Know more about the different types of physical and mental ill-health that the wellbeing strategy is aiming to prevent and support.
- Recognise how wellbeing can be enhanced by making changes to company policies, procedures and approaches towards a person's work life.
- Understand the importance of encouraging a healthy work-life balance amongst employees.
- Understand the business benefits of actively promoting health, safety and wellbeing in the workplace.