

Appendix 1: Wellbeing Conversations & Leading for Wellbeing

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Wellbeing Conversations - Development & Rollout

March 2022

Wellbeing Team Undertook Wellbeing Conversations National Training & Train the Trainer (TTT) Programme

Summer 2022

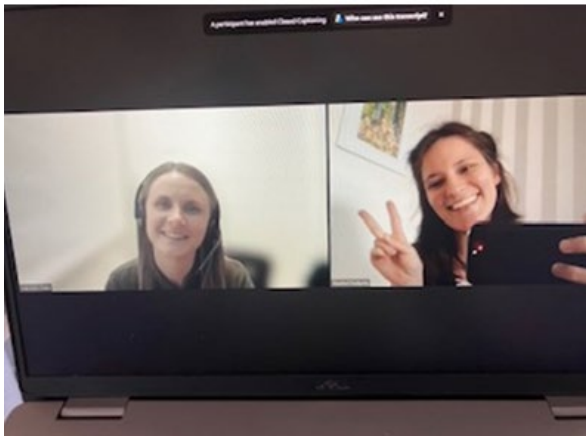
Wellbeing Team rolled out a 90min Virtual Wellbeing Conversations Training Program

Autumn 2022

Wellbeing (WB) Team developed the 'Wellbeing Garden' and other activities based on WB Conversations Training.

January 2023

Wellbeing Team rolled out Face to Face (F2F) Wellbeing Conversations training on a bespoke basis following team requests.



Wellbeing conversation summary	
Thinking about your wellbeing, has there been anything that has supported and/or had an impact on your wellbeing?	
Is there any support you may need?	
Reflect on any wellbeing conversation you have had that you would like to summarise here.	
If you require a more structured conversation please Click here for the full Wellbeing Conversation form.	

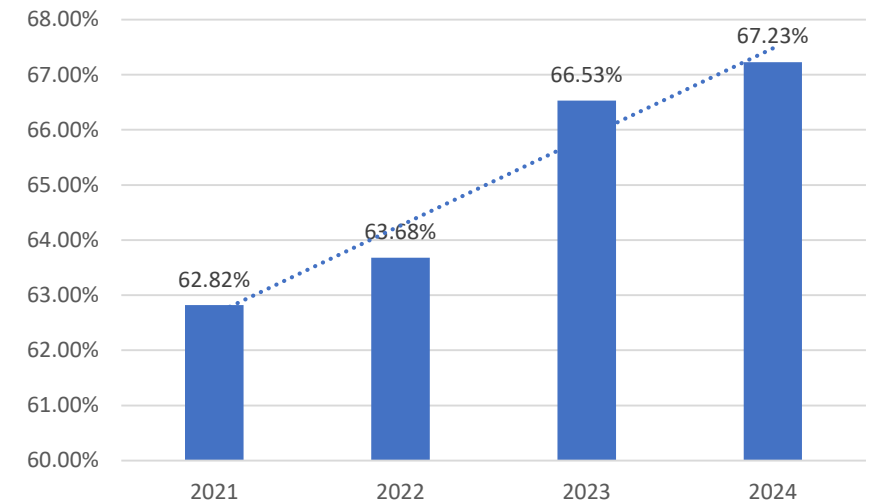
2025

Appraisal paperwork refined so it feels more authentic, less tick-box.

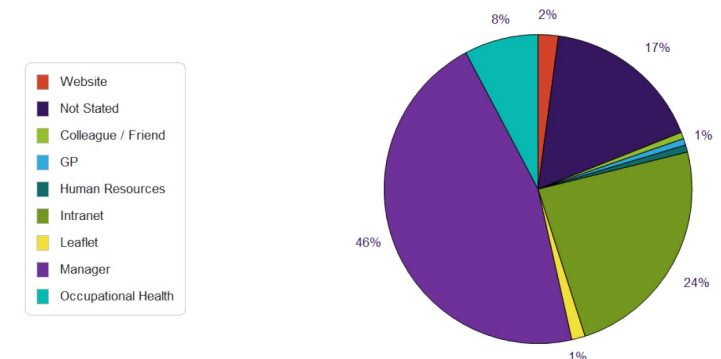
Wellbeing Conversations – Results & Impact

- **492** Colleagues Trained, including Leaders and Peer Supporters (e.g. WB Champions, Mental Health First Aiders (MHFA) & Trauma Risk Management (TRiM) Practitioners
- **Monthly virtual 90min sessions** with low Did Not Attend (DNA) rate
- **95%** of colleagues surveyed said they found that **training extremely or very useful**, and **100%** would recommend the training to a colleague
- **Staff Survey data** shows growth in **positive response** to ‘my leader takes a positive interest in my health and wellbeing’
- **VIVUP data** shows **leaders** as the primary group for referring colleagues to join the platform (46% of referrals in recent MI, compared to 26% nationally)

My immediate manager takes a positive interest in my HWB



East Kent Hospitals University NHS Foundation Trust
How did employees hear about the EAP Service



Wellbeing Conversations – Next steps

- Continue to promote wellbeing conversations, particularly in hotspot areas.
- To continue the **focus on empowering staff**, including training at least **25%** of our organisation in some form of wellbeing advocacy/training.
- To complete the development of our **Wellbeing Dashboard**, to better understand the benefits of wellbeing training, as well as the value of wellbeing advocacy to our organisation.
- Using our new **‘Leading for Wellbeing’** course to build on the learnings from Wellbeing Conversations Training, equipping leaders with the tools needed to create a culture of wellbeing in their areas.



Leading for Wellbeing

Here at EKHUFT we recognise that creating a culture of wellbeing is fundamental to creating a positive working environment, improving the experience of our people. When we create a climate of wellbeing, we see growth in people's resilience, improvement in staff retention, reductions in levels of sickness absence and an environment free from bullying, all of which contribute to a more compassionate culture.

Fundamental to creating a culture of wellbeing is leaders, but we need to equip our leaders with the tools and confidence to lead for wellbeing.

Leading for Wellbeing is a Leadership Development Module run as a 1 day course, split into 3 sessions with an implementation stage following the 1 day course. Following this implementation stage, participants will be asked to present to a panel on what they've learnt from the course and how they've created a culture of wellbeing within their department.

Dates Available

6th December 2024
23rd January 2025
20th February 2025
18th March 2025
24th April 2025

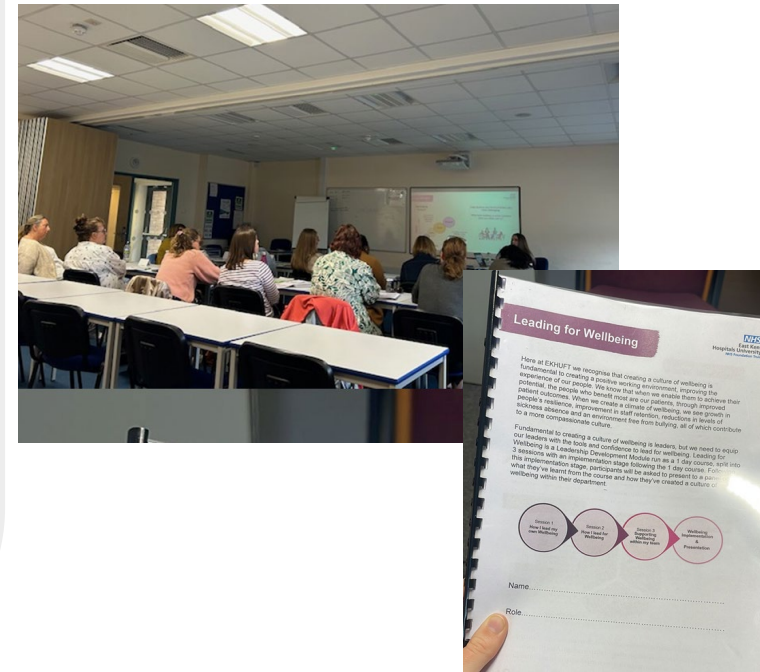
To book a space or for more information email:

ekhuft.wellbeing@nhs.net



Introducing Leading for Wellbeing

- Developed following national leadership training, and an internal gap analysis, taking the national format and adapting it to our needs in East Kent.
- The course was piloted with Wellbeing Advocates (e.g. Wellbeing Champions, Mental Health First Aiders and TRiM Practitioners/Managers) who hold leadership positions (2024) and officially rolled out in 2025, **targeting 'hotspot' areas** with the support of People & Culture (P&C) Business Partners.
- The course is delivered as a one-day programme, covering three modules (**leading my own wellbeing, how I lead for wellbeing, and supporting wellbeing within my team**), followed by an **implementation** period, in which attendees embed **one personal** and **one team wellbeing goal**, before returning for a short **presentation** to a panel to complete the course.
- We have trained **77 managers**, who manage **1,265 staff members** between them. **Feedback** suggests that the course has made a difference to both individuals and teams, and the **implementation stage** of the course has **supported leaders to embed wellbeing into their teams**.

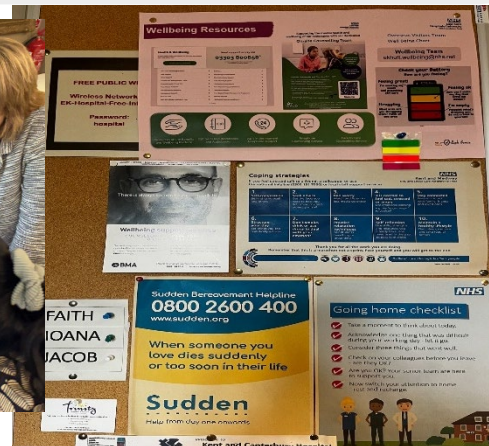
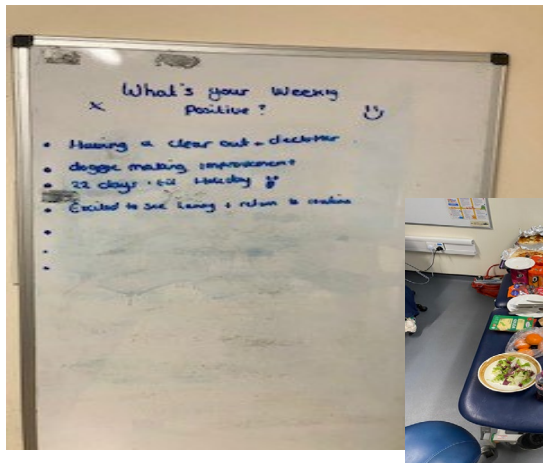


Leading for Wellbeing – Key Themes

- **Key themes** which have emerged as team goals have been: **prioritising wellbeing check ins with staff**, implementing **visual wellbeing support** (e.g. installing wellbeing boards), **making time socially for team bonding**, **physical activity** and **healthy coping techniques as a team**, and implementing **appreciation activities and opportunities**.
- **Key themes** which have emerged as personal goals have been: **taking lunch breaks** (or at minimum eating at lunchtime!), introducing **physical activity** and **taking time to oneself**.



Access Appreciation Awards



Leading for Wellbeing - Feedback

'I'm able to recognise the signs of burnout more easily, and also identify what takes me down that path so that I can put things in place early to help myself'

'My participation in this course has enabled me to contribute in small but meaningful ways to initiating wellbeing conversations about what fostering a positive wellbeing culture truly entails.'

'I feel much more confident in my ability to assess my own wellbeing... I felt equipped to look after myself, but also to notice those impacts and assess my resilience.'

'The impact has been knowing my capacity and only taking on what I am able to do. Taking time for myself and checking on my own wellbeing has helped me to become more relaxed and not feel so anxious.'

'The course was eye opening, in particular for me to consider how to manage check ins throughout different and shifting teams.'

'This has bled into my home life and I've lost weight and have more energy.'