

#WELLTOGETHER

Reimagining Places for People to Thrive

WATES WELLBEING PLAN **Thriving People**



Wates 

OUR GOALS FOR WELLBEING

Eliminate
work
related
stress

Enhance
physical &
mental
wellbeing

Foster a
balanced
work
life



OUR STRATEGIC FOCUS THRIVING PEOPLE

We will achieve our goals by focussing on :

✓ Wellbeing in the Workplace

We will provide excellent working environments, working practices, opportunities and support to promote good wellbeing in the workplace, contributing significantly to employees being healthier and happier, more resilient and productive and having a greater sense of fulfilment and control in their lives. This leads to less chronic cases of physical and mental ill health allowing employees to thrive at work whilst achieving the right work life balance for them.

✓ Wellbeing in the Community

Aligned with our purpose of reimagining places for people to thrive, we will leverage our influence to promote healthier, happier, and suicide safer communities. Our goal is to educate, engage, and inspire individuals to enhance their personal wellbeing and health.

Wellbeing is defined as the state of being comfortable, healthy, happy, and satisfied with one's quality of life. It significantly impacts how a person feels and functions.

#WELLTOGETHER

Our Wellbeing Strategy aligns with our purpose and promises, striving to create a workplace where health, happiness and personal growth are paramount.

This strategy embodies our core behaviours by recognising and celebrating individual differences, ensuring everyone's unique needs are acknowledged and supported.

We are committed to fostering a fair workplace where everyone has the opportunity to contribute and advance. Innovation and fresh ideas are actively encouraged as we continually seek to improve and reimagine our future.

Reimagining places for people to thrive.

 **Reimagining places for people to thrive.**


Wates

The benefits of our strategy



3,057 Wates employee sickness days recorded in 2024 due to mental health related issues, such as stress, anxiety and depression. That's **137** people off for an average of **22** days costing the business **£875,078.34**



Align with the national health agenda by reducing the societal **burden of ill health**



Maximise our **CCS and work-winning** potential by strengthening our CSR agenda.



Attract and retain top talent by nurturing a culture where people know that "**we care.**"



Foster a workplace with **happy** and **healthy** employees who **thrive** with us.



Embody a more **productive** and **motivated** workforce.



Become recognised as **leaders** in wellbeing within the industry and beyond.

Reimagining places for people to thrive.

Our goals explained

Eliminate Work- Related Stress.

We aim for year-on-year reduction in our **cases of work-related stress absence**. This means any absence as a result of **psychosocial hazards*:

- extraordinary workload demands
- poor working relationships including bullying and harassment
- lack of support from managers and colleagues
- lack of communication and consultation on changes in the business, to a person's role and / or objectives
- uncompromising approach to working flexibly and achieving a fair work life balance

**Psychosocial Hazards are described as aspects of work that can cause psychological / mental injury, such as work-related stress.*

'Work-related stress' is the negative physical and emotional response that occurs when the demands and pressures of the job exceed an individual's ability to cope. It can result in various health issues, increased likelihood of mistakes, reduced productivity, and extended periods of absence from work.

This will be *measured* via the Ppl-020 Sickness / Injury Form and the completion of Gov-121 Personal Stress Risk Assessment which is mandatory for all work-related stress absences.

Our goals explained

Enhance physical and mental wellbeing.

Wellbeing can be enhanced through team innovation to create exceptional working environments. This is supported by comprehensive policies and procedures, as well as promoting support services and educational resources that improve physical and mental health and boost resilience.

This will be **measured** by monitoring:

- The number of events entered onto EcoOnline by our sites and offices,
- The utilisation rate of our support services,
- Participation in group initiatives, including campaign engagement statistics and the number of mental health allies who have signed up,
- SHE quarterly reviews – wellbeing score of 80% and above (KPI)

Our goals explained

Foster a balanced WORK-LIFE.

‘Work life balance’ means getting the balance between work and your personal life right for the individual. We recognise that everyone’s life situation is unique therefore the ‘right’ work life balance will be different for each person.

At Wates, everyone should be actively encouraged to identify and implement their 'One Simple Thing' and to embrace flexible working, with managers leading by example.

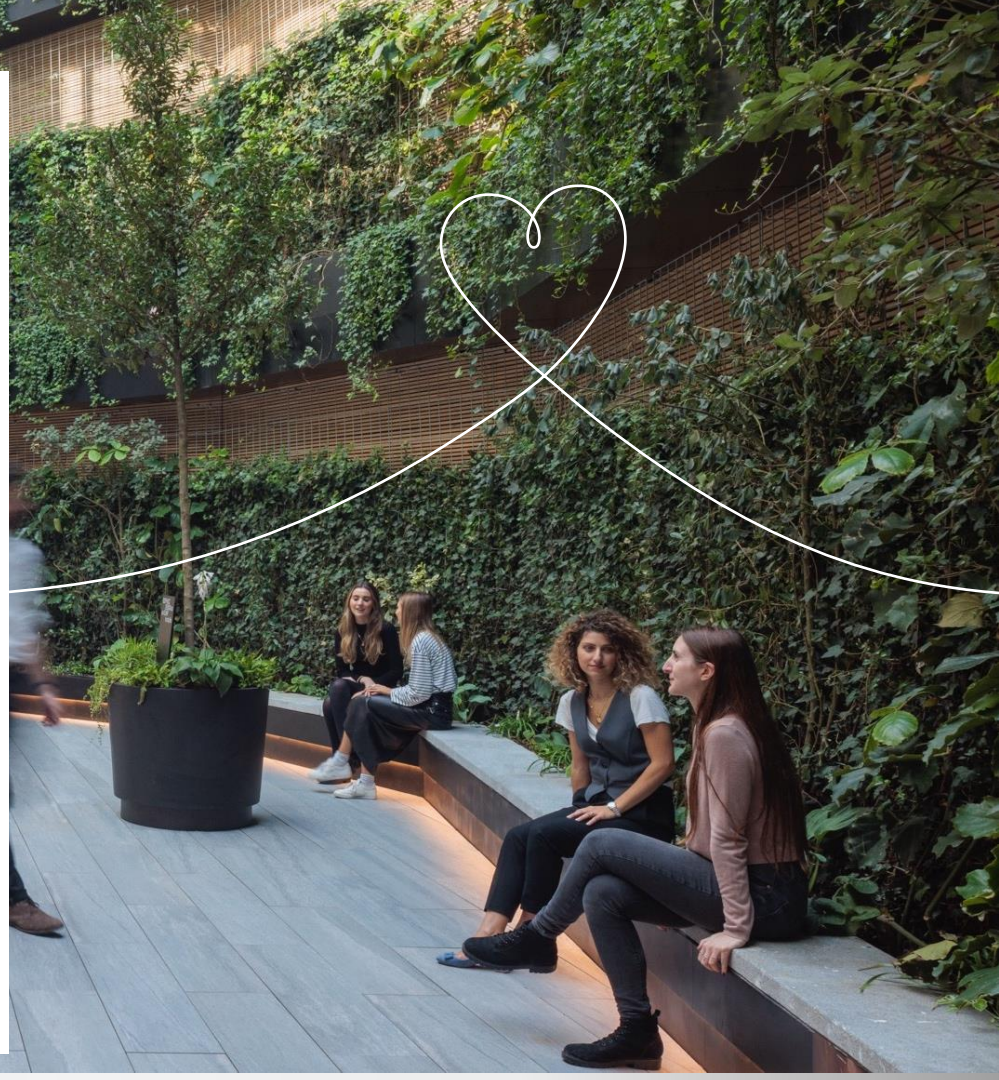
As a **minimum**, all employees should:

- be taking their full **annual leave** entitlement;
- be adopting healthy working behaviours, such as taking **regular breaks** and **leaving work on time**;
- Be encouraged to **disconnect from work** outside of their contracted working hours.
- Be empowered to get involved in **wellbeing events, initiatives** and **employee networks**.

This will be **measured** through improvements in our annual employee survey and through evaluating work life balance procedures and initiatives.

Wates will:

- Foster a **culture where everyone feels empowered** to be **open and honest** about their wellbeing
- Ensure **every line manager is equipped** to provide the best support for their staff
- Be a place to work that **offers the best wellbeing solutions** and benefits
- Ensure everyone is **empowered to find the right balance** between their work and personal life
- **Lead the industry** to help create healthier and suicide safer communities



Thriving people



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Reimagining Places for People to Thrive

WATES WELLBEING ACTION PLAN 2024-2025

Thriving People



GOALS

2024/2025 ACTIONS

TARGETS

Eliminate work-related stress

- **Enhance Processes:** Implement lessons learned from personal stress risk assessments and MHFAider impact surveys to continually refine our processes.
- **Promote Support Services:** Regularly highlight and promote available support services to ensure employees are aware of the resources and support available to them.
- **Elevate Awareness and Education:** Increase wellbeing awareness and education among managers through targeted training and sharing of best practices.
- **Ensure Compliance:** Improve our wellbeing standards and adherence to our wellbeing related procedures, ensuring a consistent approach across the organisation.
- **Annual Wellbeing Calendar:** Implement a dynamic 12-month calendar of activities designed to keep wellbeing at the forefront throughout the year.
- **Wellbeing Events:** Encourage sites and offices to host wellbeing events year-round, with participation and outcomes recorded on EcoOnline.
- **Expand Mental Health Allies:** Grow the Mental Health & Allies Employee Network by increasing the number of committed Allies.
- **Support MHFAiders:** Empower and motivate MHFAiders with ongoing development opportunities and continuous support.
- **Promote MyWellnessPlan:** Advocate the use of MyWellnessPlan for discussions on general wellbeing, work-life balance, and necessary workplace adjustments.
- **One Simple Thing:** Empower everyone to identify and implement a single change that will enhance their wellbeing at work.

Enhance physical & mental wellbeing

Foster a balanced work-life

Year on year reduction in work-related stress absences (<66 cases)

Personal Stress Risk Assessments completed work-related absences (>80%)

Qtrly SHE Support visits 80% compliance to wellbeing section

Year on year improvement in the Emotional Wellbeing Index score of Employee survey (>40%)

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