



WELLNESS IN WORK: SUPPORTING HEALTH AND WELLBEING AT WORK





Welcome

Wales has the highest sickness absence rate of any UK region. Being in poor quality or unsafe work undermines good health and can cause or exacerbate poor mental and/or physical health.

Access to high quality, fair work has a positive impact on employee health and wellbeing. With almost 80% of the working age population in work, employers play a key role in the health and wellbeing of their workforce and therefore of the population as a whole.

As well as their legal and ethical responsibilities for their workforce, a focus on health and wellbeing can help to achieve a range of positive business and organisational outcomes.

In this e-bulletin we have included a range of initiatives and best practices in promoting health and wellbeing at work.

Let us know what you think of our e-bulletin by answering two questions. Click [here](#) for the survey.

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Wellness in Work Webinar

Public Health Network Cymru

This webinar was held on the 10th July 2024 and heard from academics who have undertaken research and evaluation to understand what works in relation to workplace health approaches.

Click [here](#) to find out more and view the presentations and live recording from the event



Fair Work Commission, 2019

Practice

A spotlight on fair work

Cerys Preece,

Senior Public Health Practitioner, Public Health Wales

What is fair work?

Work and working conditions are critical determinants of health, well-being and equity and a healthy engaged work force contributes to societal prosperity. [Fair work](#) is defined as “where workers are fairly rewarded, heard and represented, secure and able to progress in a healthy, inclusive environment where rights are respected”. In Wales, [1 in 4 workers](#) experience moderate to high levels of precarious working which is associated with unfair work.

Why is fair work good for health, well-being and equity?

Ensuring those experiencing disadvantage have access to fair work remains an essential way of improving long term health and well-being of individuals and households, including for children. Participation in fair work provides a sense of purpose and means that people have money and resources for a healthy life for them and their families. This reduces psychological stress, creates a stepping stone out of poverty and helps children have the best start in life. Fair work can contribute to an economy of well-being, improving outcomes for the whole

population, including those most disadvantaged.

What is the policy perspective in Wales?

[Welsh Government](#) is committed to becoming a fair work nation and one of its well-being objectives is to ‘build an economy based on fair work, sustainability and the industries and services of the future’.

In 2022, Welsh Government launched its ‘Stronger, fairer, greener Wales: a plan for employability and skills’ with a vision to create a Wales “where individuals of all ages can receive a high-quality education, with jobs for all, where businesses can thrive in a net zero economy that champions fairness and equality. As of May 2023 The Social Partnership and Public Procurement (Wales) Bill aims to improve public services through “social partnership working, promoting fair work and socially responsible public procurement”

What are local and regional partners doing about this?

The Wider Determinants of Health Unit undertook [insights and engagement](#) work with local and regional partners and found that most effort in increasing participation in fair work seems to be in relation to the real living wage, procurement and increasing opportunities for access growth and progression.

We reviewed Regional Economic Frameworks which found that there are commitments and actions across the four frameworks to improve and increase participation in fair work in relation to the real living wage and improving access to and creation of sustainable jobs.

Half of the Regional Skills Partnership Employability plans reference fair work. There has been an increase in the number of Public Service Board well-being plans referencing action on working conditions or employment. Fair work characteristics considered are mostly in relation to opportunity for access, growth and progression through activities such as on volunteering, training, upskilling, education and apprenticeships.

What can be done to increase the numbers in fair work?

An expert panel convened by Public Health Wales [recommends](#) that there are six areas for action which local and regional agencies can improve participation in fair work:

Develop a fair work mindset, find the opportunities to bring a fair work approach into organisational strategy and policies.

Place fair work at the heart of policies and plans, ensure communities get the benefits of fair work, seek the alignment between inclusive participation in fair work and the organisation’s mission.

Create fair work, get better value for money, ensure when public money is spent, it can support inclusive participation for fair work.

Become a driver of fair work in your area, public sector agencies are ideally placed to exemplify fair work. Local organisations can engage directly with local employers to encourage and promote fair work benefits. Businesses sharing their own experience with others can help normalise and demonstrate fair work in action.

Promote access to fair work for all, some in our society face greater barriers in accessing fair work than others. Local and regional organisations can take action to mitigate these barriers.

Follow the data and know your impact. To effectively improve population health, well-being and equity through fair work, local and regional partnerships need to understand the population, their access and barriers to fair work.



Cymru Iach ar Waith
Healthy Working Wales

Practice

Healthy Working Wales: Promoting Health and Wellbeing in the Workplace

Jayne Fortune,

Principal Public Health Practitioner, Public Health Wales

Mary-Ann McKibben,

Consultant in Public Health, Public Health Wales

Healthy Working Wales (HWW) has been at the forefront of promoting the benefits of and encouraging action on health and wellbeing in workplaces across Wales since 2008. The team is in the process of implementing a new approach that focuses on enhanced digital delivery to reach more employers including, over time, those that are harder to reach.

Healthy Working Wales Initiatives

Guidance and Tools

HWW provides web pages offering expert advice, guidance and signposting to services and resources across a wide range of health and wellbeing topics. These resources are designed to help employers assess their health and wellbeing needs and develop effective action plans. Recently updated topics included:

- Breastfeeding
- Equality, Diversity and Inclusion
- Fair Work
- Mental Health and Wellbeing
- Good Health (Sleep)
- Neurodiversity
- Musculoskeletal Health
- Environmental Sustainability
- Employee Development

A new digital platform is currently in development and is set to launch early next year. This platform will feature interactive tools designed to empower employers in managing workplace health more effectively. Key features will include online survey tools that enable employers:

- To find out what is being done well and provide a benchmark for themselves
- To receive suggestions for priority areas for action on health and wellbeing
- To receive feedback to support health and wellbeing approaches in the workplace and with the workforce.
- To assess employee wellbeing

Learning and Development Packages

We have successfully developed and launched a range of tailored online learning resources designed to address various aspects of workplace health. These include musculoskeletal health and equality, diversity and inclusion with a specific disability focus. These resources are essential for building the internal capacity of organisations to effectively manage and promote employee health.

We are actively expanding our offerings with the development of regular workshops, webinars, and e-learning opportunities. These new resources will equip employers with the knowledge and skills necessary to tackle workplace health challenges. Among the forthcoming modules is a comprehensive e-learning package on managing sickness

absence (MSA) and other critical health topics.

Our collaboration with Business Wales is integral to our platform's growth, enabling us to provide a broader range of high-quality resources and support for employers. This partnership will further enhance our capacity to deliver impactful learning experiences that contribute to healthier workplaces via their Business Online Support Service (BOSS) platform.

Peer Mentoring Programme

A new peer mentoring programme is in development to provide a platform for employers with lots of experience of implementing health and wellbeing initiatives to offer advice and support to employers early on in their health and wellbeing journey. The programme will facilitate connections between employers, enabling them to collaborate on joint initiatives or campaigns that promote health and wellbeing. This knowledge exchange will help organisations learn from each other's successes and challenges, creating opportunities and motivation for continuous improvement.

Success Stories and Impact

There are numerous success stories from organisations that have achieved significant improvements in employee health and wellbeing. These serve as inspiring examples for other businesses and highlight the tangible benefits of prioritising workplace health and wellbeing. Some have already been captured in case studies on the HWW website, and we are planning a new raft of bite size case studies as a result of feedback from employers.

Tackling Inequalities in Health

Recruitment and Retention of Disabled People

We are in the process of gathering best practice examples from across NHS Wales and initiating work to help employers reduce employment inequalities. From 2025, our focus will be on developing a nationwide commitment to addressing these inequalities by highlighting the health impacts of employment and pay gaps, sharing best practices and developing practical resources, including guidance, webinars and e-learning modules for employers.

Target Sectors to Address Inequalities in Health (2024-27)

We aim to reduce health inequalities by addressing diabetes risk factors among NHS and social care workforces through the Tackling Diabetes Together programme. Additionally, we will influence behavioural change and improve obesogenic environments by sharing best practices. Our efforts will also focus on sectors characterised by low pay, precarious contracts, and with a high proportion of under-25s.

Find Out More

Email us: Workplacehealth@wales.nhs.uk

Sign-up to the monthly HWW [e- bulletin](#) to receive updates and links to new resources and campaigns.

Follow us on social media:

X: @Healthywork_HWW

Facebook:

@HealthyWorkingWales

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@HealthyWorkingWales

LinkedIn: @Healthy Working Wales / Cymru Iach Ar Waith

Listen to our podcasts on [YouTube](#)



Practice

Wellbeing in Practice at Digital Health and Care Wales (DHCW)

Digital Health and Care Wales

Promoting wellbeing in the workplace is a collective responsibility yet implementing it effectively can sometimes be a challenge. Prioritising health and wellbeing for our people stands not only as an ethical imperative but as a wise business choice that can elevate productivity, enhance performance, minimise sick leave, and improve retention.

As an organisation, we achieved the Corporate Health Standard - Gold level - Enhanced Status Check in 2023. This award is given to employers who demonstrate excellence in health and

wellbeing in the workplace. The assessors commented, “It was very clear that the ethos and culture of wellbeing at DHCW is exemplary, progressive and comprehensive, having evolved to become fully strategic in approach. It is clear that wellbeing is at the core of the way DHCW operates.” [Read the full article on our website.](#)

Since then, the organisation has implemented two initiatives led by the DHCW Health and Wellbeing Network that focuses on improving wellbeing for colleagues in alignment with the [Wellbeing](#)

[of Future Generations Act 2015.](#)

Community Projects Initiative

Community Projects is a Health and Wellbeing Network initiative aimed at supporting wellbeing while allowing individuals to apply for up to two days per year to volunteer in their local community.

Sandra Chapman,
Information Support Officer

For my community project, I'm helping [Cardiff & Vale University Health Board's Integrated Autism Service \(IAS\)](#) to improve their webpages.

I've been volunteering with the IAS since 2022 and am very aware that the service is currently overstretched. Maximising the potential of technology will help, so when I heard about DHCW's Community Projects initiative, I was keen to discover what digital projects I could get involved with.

So far, I've spent half a day learning about the webpage changes the Service Lead would like and actioning some of them. They're a lovely team to work with!

The highlights for me were needing to use my Welsh language skills and being able to add an external link to the [Autism Understood website](#) as I think it's an excellent resource. An unexpected bonus has been that Cardiff & Vale's Mura training video and guide is helping me with my DHCW role.

Joe Holmes, Organisational
Performance Manager

With my volunteer days, I supported Scouting in my local

area, helping run a number of large events. I actually used my days this year to help run All Wales Cub funday. This event offered everything from climbing to zorbing as well as things like how to wire a plug and much more. There were over 1000 cubs (8-10 years old) who took part, and it was great to see how much they enjoyed. It is really empowering to see the skills they learnt.

Using a volunteer day allowed me more freedom with my volunteering. I don't do a classic scout leader role. Instead, I look at supporting a number of groups across Cardiff and work on providing opportunities that take a little bit more planning.

This has been great for my confidence. Performing these management style roles has given me an opportunity to learn outside of work, but I have definitely noticed also being able to deploy these skills in work. I have learnt a lot from managing volunteers which has helped me understand and perform when to bring those elements to my working week.

These days were fantastic, and I would really recommend that everyone make the most of the Community Initiative as in my experience they are not only great for the community, but also for yourself.

Spring into Action Steps Challenge

In April 2024, the 6 week 'Spring into Action' steps challenge launched. With 35 teams and 235 participants taking part, the challenge was a fun physical activity aimed at improving wellbeing alongside colleagues. As diversity and inclusion is at the heart of what we do at DHCW, the challenge was also adapted for those unable to track their steps in a traditional way to ensure that everyone could take part.

Improving fitness, teamwork, friendly competition and wellbeing were the focus throughout the weekly updates and blogs from colleagues.

Collectively, over the 6 weeks, an impressive 98,223,048 steps were logged in the app, and the daily average was 2,135,284 steps.

Colleagues enjoyed the challenge, and it created a positive atmosphere in the workplace to see people taking breaks and walking in the sunshine at lunchtimes, teams running together after work and people having conversations in the offices about how to increase their step counts.



Vicki Latham, Interim Service Desk Lead

The steps challenge has motivated me to get out and

walk after work, which is helping to separate work and home life. It is also satisfying my competitive streak and has instigated some healthy competition within the Service Desk team.

Tracey Roberts, Primary Care Facilitator on behalf of The Primary Care Team

The Spring in Action Steps Challenge has brought the Primary Care Team together to support and encourage each other to improve our physical and mental health, along with a little bit of friendly competition and banter.

The challenge has spurred on the entire team, and we motivate each other. It encourages us to talk as a team and share our experiences, which further pushes us to get more steps in. It's also helped us build bonds between members of the team which we may not have developed prior to the steps challenges.

Without the steps challenge, we would never have thought of a walking weekly 1-2-1 with your Team Leader. The walking 1-2-1 is highly recommended as there are no interruptions such as Teams notification/calls or distractions.

Martin Williams, Data Manager

Because of the challenge I have been taking more walks at lunchtime and when this isn't possible, going before or after work.

I enjoyed getting out more, especially when we've had the brighter weather. It gave me a chance to unwind and boost energy. Most of my walks were high paced with a podcast, but I also tried some slower walks before and after work with calming sounds, which contributed to the step count but helped me slow down and be more present and appreciate the environment. I also discovered an app (Merlin birds) which somehow can identify birds by their calls which helped me start to recognise the sounds around me.

DHCW's commitment to wellbeing is evident through its comprehensive initiatives that promote physical, mental, and social health. The Spring into Action steps challenge and Community Projects Initiative are prime examples of how DHCW encourages its people to engage in activities that enhance their overall wellbeing. By fostering a supportive and healthy work environment, DHCW not only improves the wellbeing of its people but also strengthens its organisational culture and performance.



Research

Wellness and Healthcare staff in Wales: Study finds that person-centredness is important for staff wellbeing

Nia Came,

Professional Doctorate student (Health Studies), Cardiff University

Summary

Recently completed research finds that Person-Centred Care (PCC) has a role in staff wellbeing as well as supporting patient needs. My doctoral study explored PCC within Speech and Language Therapy during the Covid-19 pandemic. In addition to clarifying how Speech and Language Therapists (SLTs) understand and practice person-centredness in their clinical work, staff wellbeing also emerged as an additional finding.

Background

While Person-Centred Care (care based around the person) is embedded in health policy, in practice it is often orientated solely towards patients' needs, and staff's needs within healthcare contexts are frequently overlooked. The research literature distinguishes person-centredness from patient-centred care by highlighting the importance of the clinician's welfare (1); others (2-4) also assert that person-centred healthcare embraces both staff and patients as persons.

Study

25 SLTs in one Welsh Health Board participated in workshops. They were asked to bring with them an object or image which represented person-centredness for them, as well as patient stories which they felt demonstrated PCC in their daily work. A further 80 SLTs across the UK responded to a survey asking similar questions.

The visual methods revealed staff's concerns around their own wellbeing at this time of crisis (see one example below):



The tail I thought is that thing that is, like you say, it's important to be able to protect yourself as well, because that's what they do isn't it? When they curl up, they have that enormous fluffy tail that keeps them safe, and you do need that.

So that furry tail is that thing to actually protect yourself whilst you are being in that position where you're trying to be alert and very giving and responsive to other people's needs as well. So, I think that's why I chose the fox.

Lily's image

Lily initially associated the fox with being alert, vigilant and aware of patients' needs, but her description and other staff narratives also highlighted staff's struggle to acknowledge and balance their own needs with that of their patients. Even though the SLTs included **self-care** within the context of person-centredness, they associated it solely with the ability to provide PCC in practice:

“We need to be person centred with yourself to be able to do really great person-centred care day-to-day as well. To have that energy and that motivation, that positivity to keep going”. (Nadia)

Self-care can be argued to be just one element of wellbeing. **Staff peer relationships** were important as a buffer to maintain mental and emotional health against

additional institutional demands during Covid-19; staff's emotional energy was directed towards themselves and their colleagues which helped foster resilience. This study unexpectedly uncovered staff's wellbeing mechanisms when under pressure.

Conclusions

Staff associated PCC purely with patient care, unaware of its broader application. The literature suggests PCC is translated through positive **relationships** (3): with peers, colleagues, employers, and indirectly with political and regulatory components. Wellbeing initiatives within healthcare need to embrace the power of relationships as well as advocating individual self-care i.e. 'top down' as well as 'bottom up'.

For further Information please contact Nia Came: CameNF@cardiff.ac.uk

References

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Gofal Cymdeithasol Cymru Social Care Wales

Commentary

Your well-being matters in the care sector – connecting is key

Rebecca Cicero,

Improvement and development manager

Kate Newman,

Well-being Development Officer, Social Care Wales

Our well-being at work covers every part of our working life, including the environment we work in, how we feel about our work, the organisation and the people we work with.

Here at Social Care Wales we are working to support people working in care (social care, childcare, play and early years) to understand why well-being at work matters and what can make difference.

One of the ways we are doing this is through the ‘Your well-being matters’ community. Using a number

of methods including an online community platform, a regular information circulation and twice yearly face to face meetings we bring people (with an interest in well-being at work) together to:

- find news, events and resources
- share good practice and float ideas or challenges
- build relationships and find ways to collaborate
- find out more about available well-being support services.

In 2023, we launched our first annual survey of the [social care workforce](#) in Wales, helping us build a better picture of what our workforce is experiencing. Our first survey told us that almost two in three of our workforce found it difficult to switch off when leaving work. Whilst workload was one of the main sources of stress, other factors included working alone and relationships with colleagues.

Over the last twelve months we have encouraged people to share, through the community, practice and ways of working which:

support positive workplace cultures

Recognises how we feel at work and our ability to do our job will be affected by our lives at home, so recognises ways to understand the individual needs of its workers and supports them to do their job well

support people to take care of themselves.

We have heard (from people working in care) about some brilliant initiatives and ways of working and behaving. They have demonstrated that their work makes a difference to how people feel about their organisation, the people that they work with and some have demonstrated a reduction in sickness absence and a lower number of staff leaving the organisation.

Work we have heard about includes:

Decompression sessions for children's social workers in Powys – this is time and space to talk through work experiences which have been challenging or traumatic.

Action for Children Vale short breaks use 'Team buzz' as a way for team members to recognise and reward their peers hard work on a

weekly basis. At the end of every weekly team meeting they take time to nominate, discuss and highlight people's achievements. One person is awarded a voucher. A staff pantry is also available for people to donate share and access food and household goods for personal use.

Conwy disability services over 25 team have an initiative called attitude for gratitude. They prioritise and spend time together to practice gratitude with each other and to themselves. It is a time and space protected from their 'to do' list and for them to connect with each other.

Staff from Antur Waunfawr described their organisation as having the most supportive and positive culture. One person described working there as lifesaving during the challenging times of the pandemic. When this was explored further it became clear that a culture of compassionate leadership through the organisation was key to creating such a supportive workplace. Everyone is encouraged to notice, check in with and listen to each other.

We have heard from a domiciliary care provider in Swansea using an app to enable people in an isolated role connect with their peers day to day.

We have heard about a homecare peer support network which has been established in England and we are looking at how this could be done effectively here in Wales.

The examples described are different in the detail but all share some key principles which make them effective in supporting well-being at work:

Recognising the importance of and then prioritising time and space for people to connect.

Encouraging people to recognise and acknowledge each others good work and achievement.

Recognising the importance and value of peer support and enable connections to happen, formally and less so.

Recognising that its essential to take care to give care. Supporting peoples well-being in work leads to better quality care.

The well-being community shares these principles also. It enables people to connect and offers peer support. People are encouraged to share their work and acknowledge good practice and share ideas to problem solve. People who have come together at our network sessions have said it is so valuable and important

to take time to connect. Feedback reports that 100% of people who attended our most recent community meet up will be able to use what they have heard and learned in their own workplace.

If you would like to join our community you can find out more and register [here](#)

You can read more about well-being at work and available support information and resources [here](#)

You can see Your well-being matters: workforce health and well-being framework [here](#). This framework is to help social care, early years and childcare organisations create workplaces that support well-being for the people who work for them. Positive workplaces lead to positive care.

You can visit our [insightcollective](#) to find evidence and support to help you make a positive difference to social care in Wales. There are other communities which you may find helpful to join also.

You can also share learning and innovation on our new [project finder](#) page.

We have written an evidence summary [improved-well-being-and-retention](#) You can get in touch with us directly by emailing wellbeing@socialcare.wales



Commentary

Staff health and wellbeing sessions: Betsi Cadwaladr University Health Board (BCUHB), Health Improvement Team

Stephanie Owen,

Senior Health Improvement Practitioner

Sophie Sykes,

Health Improvement Practitioner, Health Improvement Team, Betsi Cadwaladr University Health Board

The Betsi Cadwaladr University Health Board (BCUHB) Health Improvement Team aim to empower the residents of Wrexham and Flint to engage with and embrace the value of health and wellbeing. We are a multi skilled team of health improvement practitioners who provide evidence based and sustainable health Promotion / health improvement initiatives to improve health outcomes and reduce health inequalities. We work in partnership

with the community and other agencies to reach as many community members in Wrexham and Flint as possible. We provide healthy lifestyle resources and advice for professionals and the community, targeting evidenced based health outcomes pertinent to these areas.

Since April this year the team have been offering online programmes and sessions to BCUHB staff, delivered during their working day. These sessions provide

an opportunity for staff to enhance their knowledge of their own health and wellbeing.

The first course that was delivered was a 6 week 'Stress Less' programme, this programme offered participants the opportunity to learn more about stress and how to reduce it. Exploring the topics of; mindfulness, the stress response, communication, stress management, food and mood and positive psychology. Thirty staff members signed

up to the programme and the team received some positive feedback from those who completed the programme.

“Very interesting strategies for coping with stress”

“I have a better understanding of the types of triggers for stress, how to identify that I am feeling stressed, and ways of coping with this.”

“Very calming and safe environment. Lots of information and excellent advice.”

“I have a better insight into controlling my stress levels.”

“It has benefitted me to be able to understand more about stress and ways to take care of myself”

“I now use some of the advice and tips but am also advising staff/clients on this course and also passing on some of the advice also.”

“I have a better understanding of the types of triggers for stress, how to identify that I am feeling stressed, and ways of coping with this.”

The team also offer a number of one-off staff session on topics such as ‘how to take care of ourselves’, ‘food and mood’ and ‘eating well on a budget’. Attendance at these sessions has been good

ranging from 13 to 44 staff attending one of the sessions. Some of the feedback received from these sessions include:

“Types of sleep for relaxation was food for thought.”

“Nice to get tips on how to reduce and manage stress better”

“Good reminders of simple things we forget with work being so hectic.”

“Ideas to manage stress level e.g. breathe work, journaling, mindfulness.”

“I found the different ways to rest interesting, when I think of rest I usually think of just lying down and sleeping.”

“Gave me information I can think on when I do start to feel stressed.”

“Managing stress by using various relaxation techniques and also tips on how to get a good night sleep.”

“The information provided was very helpful to me. The session was conducted very well too. Also it being over teams.”

“A lot, reminded me of what foods are important to eat to keep us fuelled.”

“Clear and concise presenter. Very informative

session.”

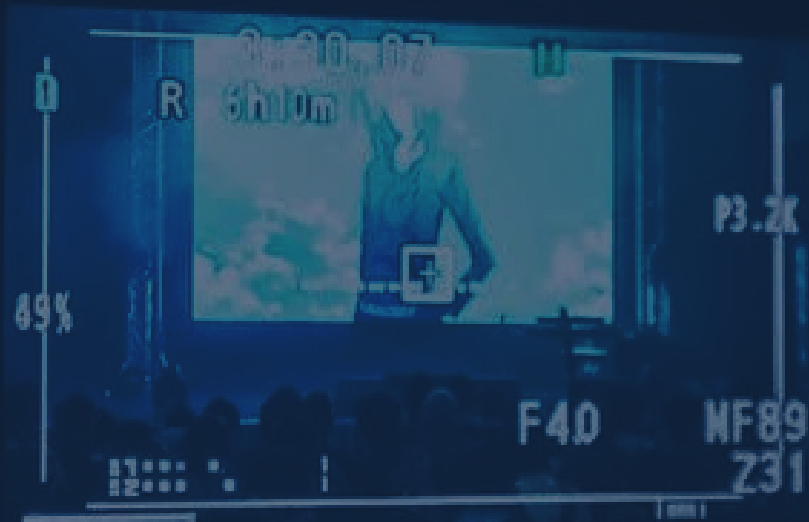
“It has increased my knowledge regarding how food affects our mood.”

“Benefits me personally and professionally.”

“Informative and thought provoking.”

Further sessions are scheduled for the coming months on ‘Movement Matters’ and ‘How to build a healthy habit’ If you would like to find out more about the BCUHB Health Improvement Team please contact the team on 03000 859 625 or [bcu.healthimprovementteam@wales.nhs.uk](mailto:healthimprovementteam@wales.nhs.uk)

Videos



BARS

EVF DTL ZEBRA

LCD WFM

COUNTER-RESET/TC SE

FUNCTION SHTR/F



Wellness in Work: Supporting Health and Wellbeing at Work

Chaired by Mary-Ann McKibben, Consultant-lead for Healthy Working Wales (Public Health Wales), this webinar heard from academics who have undertaken research and evaluation to understand what works in relation to workplace health approaches.

[Watch](#)



Health Inclusion: Why it matters?

This webinar highlighted how inclusive practices and health inclusion services can significantly improve health and care professionals' outcomes, enhance communication, and reduce inequalities.

[Watch](#)



Beyond the present: How to apply long-term thinking to reduce health inequalities in the future

We are facing challenging times in Wales, with our healthcare services, wider public sector, and third sector under unprecedented strain. This makes it more important than ever, but also harder than ever, to balance managing the crises of today with preventing the crises of the future. There are tools and resources that can help us do this. If you want to learn about them, please join us on this webinar.

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News & Resources





[Increase in the number of counterfeit and adulterated substances received by Welsh drug testing service](#)

28-08-2024



[New animation shows benefits of using Wellbeing Economy approach in Wales](#)

21-08-2024



[Focus on play – How play supports children’s mental health](#)

15-08-2024

All News

[No one left behind. A forward thinking approach to improving health and well-being for all in Wales through stronger social connections](#)

Public Health Wales

[Charter for International Health Partnerships in Wales: An Implementation Toolkit](#)

Public Health Wales

All Resources

Next Issue

SOCIAL CAPITAL



Social capital (social connectedness and community networks) plays a vital role in shaping our health and wellbeing and can contribute to health inequalities across Wales.

‘Social capital’ is understood to describe social relationships and networks, including those with family, friends, neighbours, and the wider community, characterised by trust and reciprocity. The social connections and networks we have within our communities are fundamental to our health and well-being.

Social capital is, therefore, of central importance to policy makers and service providers looking to improve health and reduce health inequality through improved social connection and participation in communities across Wales.

For our upcoming e-bulletin we would like to hear from projects and initiatives who maybe using this approach to shape health and well-being and improve health inequalities in communities throughout Wales. These can be national, regional or local initiatives, policies or programmes.

Our article submission form will provide you with further information on word count, layout of your article and guidance for images.

Please send articles to publichealth.network@wales.nhs.uk by 19th September 2024.

[Contribute](#)