

Our Wellbeing Social Value Ask

Our Wellbeing Social Value Ask identifies a specific Ask of all our contractors and supply chain regarding how you can support your employees, customers, and communities regarding their wellbeing, laying the foundations to good health. Our Wellbeing Ask is one of a suite of specific Asks supporting each of the Social Value themes. Our Wellbeing Ask is in addition to Our Annual Social Value Ask which provides a list of practical ideas regarding how Social Value can be delivered in Suffolk to meet our corporate objectives.

Mental Health

Actively prevent, manage and support mental health in the Suffolk workforce

- Commit to showing that mental health matters to the organisation e.g. mental health and wellbeing policy, campaigns and pledges e.g. HSE [Working Minds Champion](#) & [Mental health at work commitment](#)
- Ensure all employees have mental health awareness, such as training for all managers on MH & wellbeing, many can be free to access e.g., [Workshops for Organisations - Wellbeing Suffolk](#) and improve knowledge about how to support staff when needed e.g. [Help directory - Suffolk Mind](#), training on domestic abuse
- Take a proactive approach to encourage employees to understand what helps them to stay well, and for all staff to look after their own wellbeing e.g., [Emotional Needs & Resources - Suffolk Mind](#), encourage regular breaks, walking meetings, lunchtime walks, volunteering, after work social activities, staff wellbeing group



Physical Health

Actively promote health and wellbeing with your employees, customers, and the community

- Show that good health is important to your organisation e.g., adhere to smoke free workplace legislation, provide bike storage & showering facilities, include healthy options for catering or vending, provide refrigeration facilities
- Ensure that managers are aware of sources of support for staff to improve healthy behaviours to prevent illness, such as stopping smoking, weight, alcohol & physical activity, as well as support for illnesses such as cancer e.g. online sources such as NHS sites [Better Health - NHS \(www.nhs.uk\)](#), [Employers | Macmillan Cancer Support](#) & local support e.g., [Home - Feel Good Suffolk](#) & the [Suffolk Infolink directory](#) and/or brief training in healthy conversations e.g., [Making Every Contact Count](#)



Helping to build a healthy foundation

Physical health and mental wellbeing is affected by external influences such as social and financial circumstances. Supporting people to build a healthy foundation will improve wellbeing.

- **Financial** – ensure that managers and frontline staff are aware of sources of financial support e.g. [Suffolk Infolink | Cost of living support in Suffolk](#). Employers can also pay a fair and liveable wage by becoming a [real living wage employer](#) and help their workforce meet a decent standard of living.
- **Provide ‘good work’** – As well as a decent wage, job security, flexibility and having a voice also supports health.
- **Social** – actively support staff to volunteer either through an organisational scheme or individually e.g., [Employee Supported Volunteering Schemes](#) which benefits the community too. Be aware of the [community directory](#) of what’s on locally.

Equality, Diversity and Inclusion (EDI)



An inclusive workplace supports the health and wellbeing of every employee. It is one where everyone feels valued, whilst also acknowledging differences and how these differences contribute to the culture and business outcomes of the organisation, taking positive action to negate any impact of bias, discrimination, and unequal opportunity. For example, provide training on EDI, show commitment to employing people with potential barriers to employment and support employees with long-term health conditions and disabilities, e.g. become a [Disability Confident Employer \(level 2 Self Assessment\)](#). Identify and support people who have caring responsibilities, commit to learning and development, support in work progression, support apprenticeships and opportunities for people to support one another through employee networks and actively make links with all the diverse communities you serve.

The above tabs are not exhaustive, and suppliers can be innovative and creative about the ways in which they support their staff, customers and communities.

Most of these initiatives will, however, allow your organisation to jump straight into delivering meaningful opportunities which are well established in Suffolk.

If you are not based in Suffolk, there will be similar initiatives provided locally. Contact your local council for further information.