



WSHA Health and Wellbeing Strategy



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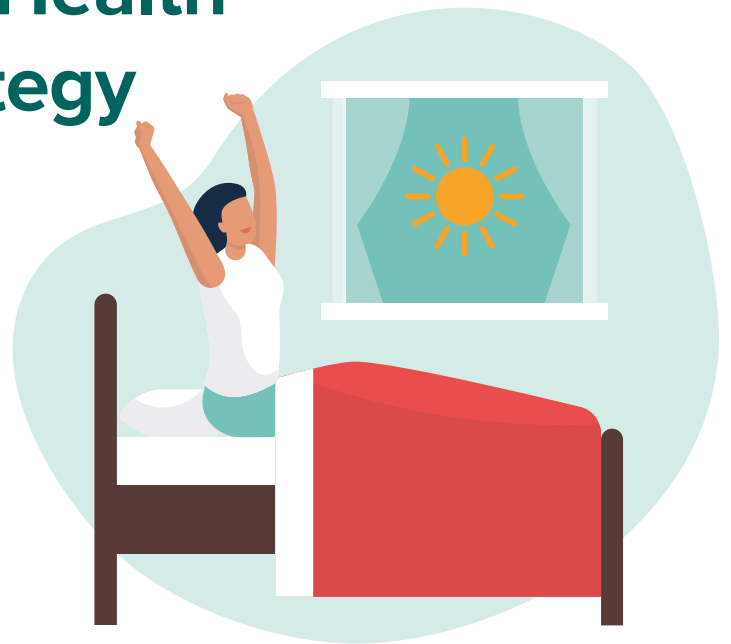
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Introduction to our Health and Wellbeing Strategy

In today's fast-paced world, prioritising health and wellbeing is essential for fostering a productive, engaged and resilient staff team. Our Health and Wellbeing Strategy is designed to create a supportive environment that promotes physical, mental and emotional wellness for all individuals.

This strategy outlines our commitment to providing resources, education and initiatives that empower everyone to take proactive steps towards improving their health. By focusing on holistic wellbeing we aim to enhance the quality of life, reduce health disparities and build a foundation for sustainable, long-term wellness.

We believe that health is a multifaceted concept that encompasses not only the absence of illness but also the presence of positive physical, mental and social conditions. Our approach is inclusive, recognising the diverse needs and experiences of our staff team.



Through collaboration with healthcare professionals, community organisations and stakeholders, we will implement our strategy to help create a positive workplace environment for our staff team. Together, we can create a healthier, happier and more vibrant future.

WSHA Commitment

We will ensure that every single employee, no matter what their unique needs are or where they work, has access to the right information and access to the right opportunities they need to flourish.

Our People, Our Culture outlines the themes and priorities that WSHA will focus on to support the wellbeing and personal development of all our staff.

Healthy working lives are essential for overall wellbeing and productivity.

Indicators Of Wellbeing



Active

- Am I a confident and skilled participant in physical activity?
- How physically active am I?



Responsible

- Do I take action to protect and promote my wellbeing and that of others?
- Do I make healthy eating choices?
- Do I know where my safety is at risk and do I make right choices?



Connected

- Do I feel connected to my work, my friends, my community and the wider world?
- Do I appreciate that my actions and interactions impact on my own wellbeing and that of others, in local and global contexts?



Resilient

- Do I believe that I have the coping skills to deal with life's challenges?
- Do I know where I can go for help?
- Do I believe with effort I can achieve and overcome challenges?



Respected

- Do I feel that I am listened to and valued?
- Do I have positive relationships with my friends, my peers and my line manager?
- Do I show care and respect for others?



Aware

- Am I aware of my thoughts, feelings and behaviours and can I make sense of them?
- Am I aware of what my personal values are and do I think through my decisions?
- Do I understand what helps me to learn and how I can improve?

WSHA's Health and Wellbeing Priorities

WSHA's key Health and Wellbeing priorities are:



1.



Workplace Safety:

Ensuring a safe physical environment to prevent injuries and accidents.

2.



Mental Health Support:

Providing resources and support for mental health including access to counselling.

3.



Work-Life Balance:

Encouraging flexible working hours and policies that help employees balance their professional and personal lives.

4.



Healthy Work Environment:

Promoting a positive workplace culture that includes respect, diversity and inclusion.

5.



Health Promotion:

Offering wellness programmes such as fitness activities, healthy eating initiatives and health screenings.

6.



Ergonomics:

Designing workspaces that reduce physical strain and improve comfort and productivity.

7.



Career Development:

Providing opportunities for professional growth and development to keep employees engaged and motivated.

Workforce Attendance and Profile

Information about the make-up of our workforce is important to us as it helps us to better understand and respond to the diverse health and wellbeing needs of all our employees.

(Workforce profile as at 31st March 2025)

Our staff team is made up of **38** employees.

97% are full time employees, **3%** are part time.

74% of our staff are female and **26%** male.

21% of our staff are over 55 years of age.

21% of our staff are under 35 years of age.

The average age of our staff is **45**.

95% of our staff have completed some form of training in the last 12 months to support their personal and career development goals.

95% of our staff are in roles where they have the opportunity to access our hybrid working model.

100% of our staff have been provided with the necessary digital equipment to work from home.

Attendance profile



- **55%** of our staff qualified for an additional annual leave day in 2025 due to having one period of absence that was less than a week, or a minimum attendance of 95% where the one period of absence was more than one week.
- Corporate Services have started to track all attendance and absence management data through our new policy and management procedures.

The disclosure rates of employee equality information in relation to ethnicity, disability, sexual orientation and religion or belief are **89%** so provide a true reflection of representation within our workforce.

We will therefore support ongoing organisational initiatives to increase the disclosure of equality information. This, combined with continued engagement and consultation, will help inform a more tailored and coordinated approach to supporting the health and wellbeing of all our employees.

Health and Wellbeing Working Group

The remit of WSHA's Health and Wellbeing Group is focussed on these key areas:

-  **Promoting Health and Wellbeing:**
Developing and implementing strategies to improve the overall health and wellbeing of individuals within WSHA.
-  **Identifying Gaps:**
Examining where gaps exist in the provision of health and wellbeing support and working to address these gaps.
-  **Best Practices:**
Learning from best practices and encouraging effective partnerships and shared services.
-  **Monitoring and Evaluation:**
Developing approaches to monitor and evaluate the effectiveness of health and wellbeing initiatives.
-  **Policy Development:**
Contributing to the development of policies that support health and wellbeing.



The **Health and Wellbeing Group** will comprise of a balanced representation of staff from across WSHA, with members serving on the group for a **minimum of 12 months**.

The **Health and Wellbeing Group** will meet on a quarterly basis and will be supported by Corporate Services and the Communities Manager to produce an annual report which will provide details on the return on investment from our Health and Wellbeing activities.

Staff Feedback – Health and Wellbeing Survey (March 2025)

After consultation with the short life working group the Health and Wellbeing Survey was issued to all staff in March 2025.

Out of **37** staff who had access to the survey we received **29 (78%)** responses.

92% of staff were either very satisfied or satisfied with WSHA's current approach to Health and Wellbeing.

79.3% of staff stated that WSHA prioritises their Health and Wellbeing.

48% of staff are fully aware of the remit of the Health and Wellbeing Group.

86.2% of staff are able to maintain a healthy work life balance.

75% of staff stated they manage their time better now thanks to hybrid working.

86% of staff confirmed that WSHA provided the necessary support and equipment to work remotely.

79.3% of staff confirmed that current initiatives support their Health and Wellbeing.

93% of staff supported the idea of having an individual wellbeing budget.

82% of staff would use a designated staff area if it was available.



New Initiatives to be introduced following the staff feedback:

1. Co-ordinated volunteering day with various options for staff to choose from.
2. Option to use Walk and Talk for meetings with colleagues.
3. Wellbeing day for all staff to come together and enjoy activities.

Initiatives to be investigated and costed by the Executive Team and reported back to all staff:

1. Staff Lunch Club to be explored and options considered for implementation.
2. Framework for individual wellbeing budgets for staff.
3. Creation of a designated staff space.

Health and Wellbeing Calendar

A short life working group was formed in March 2025 to consider activities and initiatives that could be included within WSHA's Health and Wellbeing Calendar.

The main initiatives considered by the short life working group are detailed below:



1.

Wellness Workshops:

Organise workshops on topics like stress management, nutrition and mindfulness.

2.

Fitness Challenges:

Create fun fitness challenges to encourage physical activity such as step-count competitions or virtual workout sessions.

3.

Mental Health Support:

Provide access to mental health resources such as counselling services, support groups and mindfulness sessions.

4.

Healthy Eating Programmes:

Offer cooking classes, healthy recipe swaps and nutrition seminars to promote healthy eating habits.

5.

Social Events:

Plan social events like group walks or lunch clubs to foster a sense of community and belonging.

6.

Health Screenings:

Organise regular health screenings for blood pressure, cholesterol and other key health indicators.

7.

Educational Campaigns:

Run campaigns to raise awareness about important health topics such as the benefits of quitting smoking or the importance of regular exercise.

8.

Mindfulness and Relaxation:

Offer yoga, meditation and relaxation sessions to help reduce stress and improve mental wellbeing.

9.

Feedback Mechanisms:

Implement regular surveys and feedback sessions to understand the needs and preferences of the community and tailor programmes accordingly.

10.

Volunteering:

Identify opportunities for staff to give their time to support other third, voluntary or charitable sector organisations.

11.

Individual Wellbeing Budgets:

Opportunity for individual staff to have access to a small budget annually to contribute towards an activity, membership or indulgence of their own that would improve their own wellbeing.

Health and Wellbeing Calendar

Date	Description of Activity	Co-ordinators
February	WSHA Volunteering Month	Health and Wellbeing Group
May	Staff Satisfaction & Wellbeing Survey	Corporate Services
June	Staff Away Day	Health and Wellbeing Group
September	WSHA Wellbeing Day	Health and Wellbeing Group
November	WSHA Staff Conference	CEO & Corporate Services
December	Volunteering Day – Christmas Fayre	Community Services Officer
December	Christmas Lunch	Health and Wellbeing Group
Monthly	Educational Information shared from awareness campaigns monthly	Health and Wellbeing Group
Quarterly	Health and Wellbeing Group Meetings	Health and Wellbeing Group
Annually	Team Development Days	Executive Team
Annually	Health Screening	Health and Wellbeing Group
Annually	Flu Vaccinations (Promote)	Health and Wellbeing Group
Annually	Eye Tests (Promote)	Corporate Services
Annually	Promote Cycle to Work Scheme	Corporate Services



Monitoring and Evaluation

Throughout the year we will track the following key metrics around employee health.

1.

Health Outcomes

Health Improvements: Identify and track trends in reported health issues of employees.

2.

Engagement and Participation

Programme Participation

Rates: Measure the number of individuals participating in health and wellbeing programmes and initiatives.

Feedback and Satisfaction

Surveys: Collect feedback from participants to gauge their satisfaction and perceived benefits.

3.

Behavioural Changes

Lifestyle Modifications: Assess changes in behaviours such as increased physical activity, healthier eating habits and reduced smoking and alcohol consumption.

Self-Reported Health

Improvements: Use surveys to track individuals' perceptions of their own health and wellbeing.

4.

Productivity and Performance

Absenteeism Rates: Monitor reductions in absenteeism due to health-related issues.

Employee Productivity: Evaluate improvements in productivity and performance metrics.

5.

Cultural Impact

Social Connectedness: Measure improvements in social interactions and engagement across teams in WSHA.

6.

Financial Metrics

Return on Investment (ROI): Calculate the financial benefits of the strategy compared to the costs of implementation.

7.

Long-Term Sustainability

Policy and Environmental

Changes: Assess the implementation of policies and environmental changes that support long-term health and wellbeing.

Continuous Improvement: Monitor ongoing adjustments and improvements to the strategy based on feedback and outcomes.



By regularly reviewing these metrics, you can gain insights into the effectiveness of our health and wellbeing strategy and make informed decisions to enhance its impact. Does this approach align with your goals?

Developing an effective health and wellbeing strategy is a clear way to make sure you spend your employee benefits budget effectively.

WSHA hope our commitment to our staff will encourage them to adopt healthier habits and lifestyles. This partnership approach between employer and employees could also result in reducing employee absence, lowering staff turnover rates and boost productivity for WSHA.



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