



University Hospitals
Bristol and Weston
NHS Foundation Trust

Workplace Wellbeing Strategic Action Plan

High level summary 2025/26



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How we arrived here

Our Workplace Wellbeing Strategic Action Plan is rooted in data including NHS annual and quarterly Pulse staff surveys, which offer insights into colleague wellbeing at work, identifies high-level outcomes that are significant for our Trust and addresses gaps in this experience.

These gaps, along with opportunities to align with local and national health and wellbeing initiatives and evidence-based best practice have been recognised as strategic objectives and actions/interventions, developed by subject matter experts from our Special interest Group.

Should new workplace wellbeing issues or priorities arise during the year, this strategic plan will be adjusted as needed in alignment with our Patient First continuous improvement methodology.



Workplace Wellbeing Strategic Plan - Components



Workplace Wellbeing Strategic Action Plan 2025/26

Support implementation of the key priorities outlined in the Trust 'Pro Equity' action plan 2025/26, led by Diversity, Equity and Inclusion

Participate in associated work programmes and projects led by other disciplines and sectors

Strategic Objectives

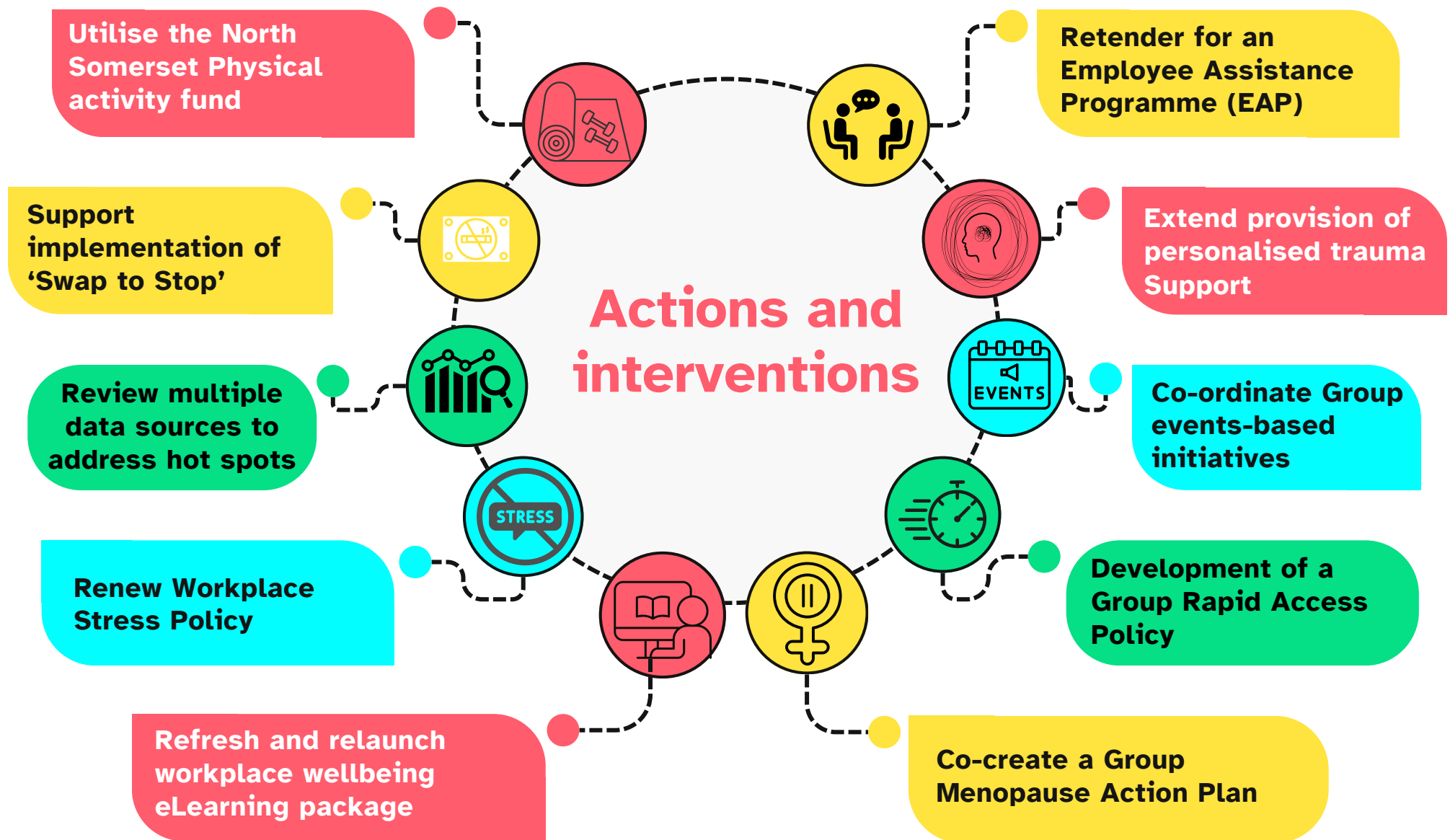
Support implementation of the group model by co-creating a comparable, inclusive and evolving workplace wellbeing offer, addressing any disparities across both Trusts

Provide responsive, proactive wellbeing expertise operating on the principle of prevention, proaction and reaction

Workplace Wellbeing Strategic Action Plan 2025/26



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Workplace Wellbeing Action Plan - Summary

1. Support implementation of the group model by co-creating a comparable, inclusive and evolving workplace wellbeing offer, addressing any disparities across both Trusts.



- Conduct a joint re-tender for an Employee Assistance Programme (EAP) to ensure the continuity of supplier, service offering and pricing.
- `Co-develop a joint application to NHS Charities Together for a workforce wellbeing transformation grant of £250k to implement and test a fatigue risk management approach across six locations in Bristol and Weston: October 2025 to March 2027.
- Initiate the pilot upon receipt of the award, leveraging work already in progress by the Working Group.
- Co-ordinate events-based initiatives in collaboration with NBT as outlined in an annual workplace wellbeing communications and engagement plan.
- Assist in the development of a Group 'Rapid Access Policy', facilitating colleagues' early access to treatment for qualifying conditions at UHBW and NBT..
- `Form a Workplace Musculoskeletal (MSK) Health taskforce to improve prevalence, education and opportunities to mitigate risks associated with developing MSK issues.
- Co-create a Group Menopause Action Plan prior to introduction of the Employment Rights Bill as part of the Trust's proactive strategy of support of perimenopause and menopause.
- Evaluate and relaunch the workplace wellbeing eLearning and training offer in collaboration with NBT, with the aim to provide a Group package.



Workplace Wellbeing Action Plan - Summary

2. Provide responsive, proactive wellbeing expertise operating on the principle of prevention, proaction and reaction



- Review multiple data sources to determine local hotspots and areas of concern, offering support to divisional HR Business Partners, managers and stakeholders, ensuring access to expert advice and interventions to address issues in local Culture and People Plans.
- Revise and implement the Trust Workplace Stress policy, to outline measures for the identification, prevention and stress risk management throughout the workforce.
- Engage subject matter experts to refresh and enhance the suite of Suicide Prevention and Postvention resources aimed at individuals, teams and leaders, ensuring alignment with current best practice, data and national tools.

- Develop the Workplace Wellbeing Advocate Network to equip peer supporters with knowledge and skills to foster a stronger sense of community, drive wellbeing initiatives, share local insights with leadership and measure and team celebrate achievements.
- Implement the DSE and Trust Manual Handling Policy and other legislative requirements for training, risk assessment and incident response through manual handling advice, workplace visits, DSE assessment and support with area redevelopment and procurement.

3. Participate in associated work programmes and projects led by other disciplines and sectors



- Support achievement of workforce commitments outlined in the BNSSG Why Weight? Pledge regarding access and ability to eat well, feel well and be physically active.



- Submit a self-assessment of UHBW workplace wellbeing provision to attain the North Somerset Healthy Workplaces silver award (bronze achieved).
- Support implementation of the national Tobacco Dependency Programme by facilitating the locally driven 'Swap to Stop' initiative.
- Utilise £250 Physical Activity fund from North Somerset Council's 'Get Active' initiative to deliver taster Pilates to colleagues experiencing back problems or other MSK concerns.
- Review and develop UHBW approach to tackle health inequalities as specified in the Equality Delivery System 2022 domain: Workforce Health and Wellbeing, led by BNSSG Integrated Care Board.
- Support the development and implementation of the workforce component of a Trust Mental Health Strategy 2025/28, integrating it into leadership practices and daily culture.
- Support implementation of the workstreams outlined in the APOHS Strategic Workplan 2025/26 that align to the Workplace Wellbeing Plan 2025/26; Counselling, MSK, Data, Communication and Engagement.

4. Support implementation of the key priorities outlined in the Trust 'Pro Equity' action plan 2025/26, led by Diversity, Equity and Inclusion



- Contribute to initiatives concerning sexual safety, violence and aggression, trauma-informed approach, anti-ableism, anti-racism, and reasonable adjustments.

