Welcome to the Healthy Workplace Award

In recent years, there has been increasing acceptance among UK companies and UK government that health and wellbeing in the workplace is important.

Evidence shows that a positive working environment is good for people’s health and general sense of wellbeing. Equally, a poor working environment can have a negative impact on health that can have severe implications for an organisation, from productivity to general performance.

Health and Safety Executive statistics estimate an annual cost of £15billion to society resulting from workplace health and injuries (excluding cancer) from 2016 to 2017. When this is coupled with Public Health England figures that show that 1 in 4 UK employees have reported a physical health condition, and that 1 in 5 of those with physical health conditions have also reported a mental health condition, the sheer scale of the issue becomes clear.

Employers have discovered that it pays to support the health and wellbeing of their staff, from increased morale and better motivation, to a boost to the bottom line.

But how to measure workplace health, and how do our organisations know what they are doing well and where there are areas for improvement?

The Healthy Workplace Award has been set up to provide organisations and businesses in the East of England with a consistent measure of workplace health. Covering eight core standards, it sets out a framework for employers to gauge their performance against peers regardless of size or sector.

Broadly, the eight standards are split into three areas: small, medium and large organisation(s with a definition provided based on the number of people employed.

The Healthy Workplace Award invites employers to take a flexible, honest appraisal of how their organisation is performing. Far from being an optional extra, workplace accreditation can have a profound impact, paying dividends for employers and employees alike. The RAND Corporation, who conducted a 2018 review into national accreditation standards, found that they contributed to:

“...improvements in policies, infrastructure and the provision of wellbeing programmes by participating organisations, such as sickness absence, job satisfaction and staff morale.”

Once the standards have been completed, there is then the option of an assessment from other participating organisations who can provide a constructive view on what is working well, and what could be improved, based on the consistent benchmark that the award provides.

The core standards are accompanied by a range of useful resources, case studies and other information to support your workplace.

Once you have completed the standards, and would like to request an in-house assessment, please contact healthandwellbeing@suffolk.gov.uk