



Workplace Wellbeing
Heroes
October 2024

With host **Wendy
Garrett** from **Garrett
Learning** and guest
speaker **Kate Bennett**
The HR Hero



Topic: **Wellbeing in
the Workplace -
Managers toolkit**

What will we cover?

2:00 - Welcome & introduction

2:10 - Our forward focus on upcoming international days

2:20 - Guest speaker - Kate Bennett The HR Hero

2:40 - Questions and Answers

2:50 - Close





Thank you for being here.

Upcoming International mental health/well-being dates for your diary:

13-19th Oct: OCD Awareness Week

18th Oct: World Menopause Day

31st Oct: Start of Diwali

31st Oct: Halloween

November monthly focus: Men's Mental Health Awareness month

2nd Nov: National Stress Awareness Day

11-17th Nov: Anti-bullying week

1st Dec: World Aids Day

5th Dec: International Volunteers Day

13th Dec: Christmas Jumper Day



Wellbeing in the Workplace Managers Toolkit

Kate Bennett - The HR Hero



The HR Hero

Hi! My name Kate Bennett

HR & Business Consultant and Managing
Director of The HR Hero

- My background and qualifications blend HR, people, business and the third sector.
- I am fascinated by the impact of organizational values and behaviors can have on an individuals and groups
- The HR Hero is about making hard business decisions but communicating them with empathy
- We do leadership development – with an emphasis on psychological safety
- Via workshops, short courses, coaching and e-learning coming soon
- I'm an MD, but more importantly a mum, wife, sports lover and occasional gardener.





Absence Policy

Managing Short & Long Term Absence



Return to Work Meetings



Occupational Health



Welfare Meetings



The HR Hero

Wellbeing Risk Assessment & Action Plan



- What is it?
- Why it will support staff who have been off sick with poor mental health
- When to complete the assessment
- How to complete the assessment
- Next steps



Stress Risk Assessment

- What is it?
- For the workplace
- For individuals
- Every business is different – adapt to your organisation
- HSE Management Standards; sources of risk



Wellbeing Policy

This policy sets out your approach to identifying wellbeing issues, mitigating their effects, and supporting your people through difficult times, whether because of issues at home or at work.

Wellbeing is defined in the dictionary as 'the state of feeling healthy and happy'. It encompasses physical wellbeing and mental wellbeing.



Other Supportive Policies

- Menopause
- Drugs and alcohol
- Bullying and Harassment
- Equality Diversity & Inclusion
- Flexible working
- Home/hybrid working
- Family friendly policy including Careers leave

Thank You!



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Dates for your diary

Second Monday of the month, 2pm GMT

Date: **Theme / guest speaker:**

2024

November 11th

Policing, retirement and writing with Guy Lungmuss

December 9th

Empowering confidence with Jo Gaffney, Styling Life

2025

January 13th

Encouraging fitness with Rachel Nicholls, RJ Fitness and coaching

February 10th

Conversations about grief with Louise Dillion, Armadillo Life

March 10th

What type of guests would be helpful?

April 14th

Who would you like to hear from?

May 12th



Included in your membership, Garrett Learning will host a quarterly well-being session for you and your team to help raise awareness.

Dates for your TEAM diary:

Monday 13th January 15:00-15:50 GMT

Monday 14th April 15:00-15:50 GMT

Monday 14th July 15:00-15:50 GMT

Monday 13th October 15:00-15:50 GMT

Workplace
Well-being
Heroes!



Exclusive discounts on training:

MHFA England Adult Mental Health First Aid:



& bespoke training/train the trainer / Power hour

Share your learning needs and requirements with me:

wendy@garrettlearning.co.uk



When leaders become genuine learners, they set a good example and help to create a psychologically safe environment for others.

Professor Edgar Schein.



Q&A

We want to hear
your feedback:

