



Keeping safe and well Our wellbeing support package



We know how important it is for our colleagues to have access to resources that help look after their physical and mental health & wellbeing both at work and home. Supported by a Wellbeing Strategy, we have put real focus on creating a sustainable wellbeing culture that encourages everyone to bring their best self to work.

Dedicated Wellbeing Champions



Our dedicated Wellbeing Champions are there to promote key health and wellbeing campaigns, services and initiatives, while seeking feedback from colleagues and helping share best practice

Team building events



We organise team building events to encourage social interaction, reduce stress and promote a more positive work environment

Freedom to Speak Up Guardians



Our team of Freedom to Speak Up Guardians are always on hand to support any staff wishing to raise concerns confidentially, without fear of any consequences

40+ trained Mental Health First Aiders



Our Mental Health First Aiders provide staff with someone to talk to when they need it and signpost to external support services when appropriate

Dedicated Wellbeing Steering Group



Our dedicated Wellbeing Steering Group regularly meet to discuss ideas, explore next steps and actions that we can take to improve life at InHealth from a wellbeing perspective

Promotion of mental health and wellbeing messages



Through regular staff communications, colleagues are provided with useful tips and resources, as well as external partners and agencies signposts to wellbeing services

Dedicated Wellbeing section on InJoy



Our mobile-enabled staff benefits platform, InJoy, has a dedicated 24/7 Wellbeing Centre available with videos, articles and practical tips on looking after ourselves physically, mentally, financially and nutritionally

Occupational Health provider



We provide easy access to services and referrals through our Occupational Health provider

24/7 Employee Assistance Programme



All staff have 24/7 access to an Employee Assistance Programme – an anonymous service with counselling, Psychologists & mental health support available

Annual Staff Survey



Our annual Staff Survey asks dedicated questions on wellbeing so that we can continually improve and make InHealth an even greater place to work

Financial health section on InJoy to support budgeting



InJoy offers expert tips and tools including a budget planner, mortgage affordability calculator, baby costs calculator and more, to help improve the financial wellbeing of our staff

Access to GP services through mobile app



Our private healthcare scheme available to all eligible staff, gives access to additional benefits, such as 24/7 GP appointments through a mobile app

Supportive Bereavement Policy



We offer flexible support for staff who experience the loss of a loved one

Safe working environments and incident reporting



Staff health and safety is really important at InHealth, so we have practical and robust steps in place to ensure we offer a safe working environment, including weekly communications

Annual appraisals, mid-year reviews and regular meetings with line managers



We offer opportunities for self-development and personal growth, with guidance and toolkits to support our Learning, Development and Performance culture

Staff Partnership Forum



The Forum is a way to enable open discussion and meaningful consultation, as well as active involvement in the decision-making process for any topics that relate to our people and their wellbeing

Equality, Diversity & Inclusion Forum, with associated full strategy



The Equality, Diversity & Inclusion Forum actively listens, discusses matters, next steps and actions that we can take to improve the inclusion and representation across InHealth

Wellbeing Guardian at Executive Level



Working with our Executive Wellbeing Guardian, staff are fully supported with their health and wellbeing, helping to ensure a positive employee experience and the delivery of effective patient care

Wellbeing sessions, talks and activities



We have wellbeing sessions during the week for staff to engage with, as well as talks and events at conferences, internal meetings and team events

Wellbeing support from the start of the InHealth journey



Even before the induction stage, our welcome packs provide staff with wellbeing resources to support them throughout their InHealth journey