

Wellbeing Survey For BSA Members

1. Does your organisation have a documented wellbeing strategy?				
			Response Percent	Response Total
1	Yes		52%	11
2	No		24%	5
3	Considering		24%	5
			answered	21

2. Does your organisation have a specific budget dedicated to wellbeing?				
			Response Percent	Response Total
1	Yes		67%	14
2	No		24%	5
3	Considering		9%	2
			answered	21

3. What wellbeing initiatives are available at your organisation:-				
Answer Choices	Yes	No	Considering	Response Total
Medical Health Insurance	81% 17	14% 3	5% 1	21
Healthcare Cash Plan	72% 15	14% 3	14% 3	21
Medical Health Screening	43% 9	52% 11	5% 1	21
Permanent Health/Income Protection	47.5% 10	47.5% 10	5% 1	21
Access to Mental Health First-Aiders	100% 21	0% 0	0% 0	21
Employee Assistance Programmes	95% 20	5% 1	0% 0	21
			answered	21

3. What wellbeing initiatives are available at your organisation:-

Other - Please specify (8)

1	Private health cover such as Bupa and IIP are only offered to our Exco team and Heads Of only, however we do offer a healthcare cash back scheme to all colleagues, we pay for level 1 cover and colleagues have the option to increase and pay for higher cover if they would like to receive the higher benefit.
2	Healthcare cash back scheme (via HealthShield) Arrange on-site wellbeing practitioners whose services can be claimed back through Healthcare cashback scheme. Mental Health in the Workplace support through AbleFutures.
3	Help @ Hand app
4	Health Insurance offered at Exec level only.
5	Medical screening is dependent on grade
6	Access to a virtual doctor 24/7 Care Concierge - a confidential telephone guidance service which allows colleagues to speak directly to an expert about finding later life care for a loved one. Peppy - Peppy are a bespoke service provider that support wellbeing, through the provision of Fertility, Pregnancy, early parenthood, menopause and Men's and Women's Health through an app A day for you - all colleagues get an additional days leave to do something for them.
7	Workplace Savings and COL increases - linked to financial wellbeing. Onsite gym, free fruit. 24/7 accessible mental health peer support online platform (Togetherall)
8	Menopause Paid Leave Menopause Champions

4. What Financial wellbeing initiatives are available at your organisation?

Answer Choices	Yes	No	Considering	Response Total
Pay rates above the statutory National Minimum/Living Wage	100% 21	0% 0	0% 0	21
Cost of living payments	81% 17	19% 4	0% 0	21
Workplace Savings Scheme	29% 6	57% 12	14% 3	21
Workplace loan scheme	10% 2	90% 19	0% 0	21
Flexible benefits	33% 7	53% 11	14% 3	21
Interest free loans	5% 1	95% 20	0% 0	21

4. What Financial wellbeing initiatives are available at your organisation?

Salary advances	24% 5	76% 16	0% 0	21
Retirement planning support	33% 7	57% 12	10% 2	21
Enhanced maternity, paternity, adoption, parental leave	67% 14	19% 4	14% 3	21
Access to financial wellbeing advice/support	76% 16	19% 4	5% 1	21
			answered	21
Other - Please specify (5)				
1	We have 3 MFA, which is soon to increase to 5, we also have a EAP / counselling through our cash back health plan.			
2	will writing			
3	Access to financial wellbeing is through EAP			
4	Colleague Mortgage - capped at 5% Season Ticket loans for travel Annual bonus Bonus flex - putting bonus into pensions Home insurance discount			
5	We did provide cost of living payment in 2022			

5. Is your organisation accredited by the Real Living Wage Foundation?

Answer Choices		Response Percent	Response Total
1	Yes		57% 12
2	No		19% 4
3	Considering		24% 5
			answered 21

6. What Lifestyle initiatives are available at your organisation?

Answer Choices	Yes	No	Considering	Response Total
Hybrid working	100% 21	0% 0	0% 0	21
Flexible/compressed working	81% 17	14% 3	5% 1	21
Subsidies for gym membership or exercise classes	47% 10	43% 9	10% 2	21

6. What Lifestyle initiatives are available at your organisation?

Running clubs, team walks, yoga classes etc	14% 3	72% 15	14% 3	21
Regular social events	71% 15	10% 2	19% 4	21
Paid time off for volunteering opportunities	86% 18	4% 1	10% 2	21
			answered	21
Other - Please specify (4)				
1	Paid Mindfulness Day.			
2	Part of our health cash back scheme offers discounts on gym memberships close to an employee's home address.			
3	paid for Christmas party			
4	Social events - twice yearly			

7. What methods are used to communicate with employees at your organisation about wellbeing?

Answer Choices		Response Percent	Response Total	
1	Newsletters		71% 15	
2	E-Learning		48% 10	
3	Open forums		62% 13	
4	Training Sessions		52% 11	
			answered 21	
Other - Please specify (9)				
1	We issue a weekly bulletin with updates from our colleagues in order to try and bridge the gap between home and hybrid workers, we are also looking into an online communication platform next year .			
2	Promotion of the AbleFutures services. Promotion of Society Pension. Promotion of the HealthCare Cash Back scheme and the related high street discounts benefit. Society Pension 1-2-1 advice sessions by an IFA.			
3	blogs and videos			
4	Emails and intranet			
5	Intranet			
6	Intranet news articles			
7	Yammer, Internal Intranet, Colleague Networks			
8	Monthly update email			

7. What methods are used to communicate with employees at your organisation about wellbeing?

9 Internet Posters

8. Does your organisation have specific training for managers to support employee wellbeing?

Answer Choices			Response Percent	Response Total
1	Yes		43%	9
2	No		28%	6
3	Considering		28%	6
			answered	21

9. What methods are used by your organisation to gather data related to employee wellbeing?

Answer Choices	Yes	No	Considering	Response Total
Surveys	86% 18	10% 2	4% 1	21
Forums	48% 10	52% 11	0% 0	21
Usage of EAPS/helplines	66% 14	24% 5	10% 2	21
Other - Please specify (3)				
1	Feedback from managers, staff, Mental Health First Aiders and absence statistics			
2	EAP is confidential			
3	Togetherall monthly reports from online platform usage			

10. How often does your organisation obtain employee feedback on your organisation's wellbeing initiatives?

Answer Choices	Yes	No	Considering	Response Total
Annually	67% 14	28% 6	5% 1	21
Bi-annually	24% 5	66% 14	10% 2	21
Quarterly	10% 2	80% 17	10% 2	21
Temperature Check Surveys	38% 8	43% 9	19% 4	21

10. How often does your organisation obtain employee feedback on your organisation's wellbeing initiatives?

		answered	21
Other - Please specify (3)			
1	HR hold regular 121's with staff to temperature check and promote employee engagement and wellbeing		
2	Regular employee surveys		
3	Ad hoc through management meetings, Q&A with CEO and seeking specific feedback on initiative changes/launches.		

11. Please provide details of any other employee wellbeing initiatives offered by your society.

		Response Total
		6
1	<p>We have committees such as our Health and Wellbeing committee who meet on a monthly basis to discuss a particular topic and then raise awareness across the society by issuing a heads up bulletin. We recently celebrated International Friendship Day and provided our colleagues with a £10 Costa Voucher to encourage them to take a break from their daily lives and meet up with a friend or family member.</p> <p>We also have a social committee who arrange events, fundraisers for the local food bank and social gatherings for the society.</p>	
2	Ad hoc sessions on various wellbeing topics + wellbeing events	
3	Fruit purchased occasionally.	
4	Wellbeing links to EDI strategy actions and talent development actions to encourage a positive culture where staff feel developed and included.	
5	Access to online tools through our EAP and Perkbox	
6	<p>Wellbeing hub which focuses on emotional wellbeing, physical wellbeing, relationships, growth, purpose and value and financial wellbeing.</p> <p>Cash Health Plan which empowers our employees to have more choice about how, where and when they support their own health and wellbeing in a financially viable way.</p> <p>"TeamsWork", which allows employees to feedback and discuss things that would make them happier and healthier. We also embed wellbeing checks into our induction process, ensuring our new colleagues are supported in their wellbeing needs.</p>	
		answered 6
		skipped 15

August 2023