



WELLBEING COMMITMENT STATEMENT

Vision: We [*the business*] are committed to the wellbeing of all our employees and other stakeholders – including partners, suppliers, volunteers, all those who interact with the business.

The following statements of action demonstrate [*the business*] commitment to support each individual’s mental, emotional, physical, spiritual, social, and financial wellbeing. This commitment, and associated benefits received as a member of the Birmingham Wellbeing Alliance, enables [*the business*] to be among the very best employers in the region.

We commit to working towards the following objectives to help our employees thrive, demonstrating that:

- 1. “We will” commit to a Happier, Healthier and Integrated Lifestyle.**
We commit to creative ways to support and encourage employees’ health and happiness at work and at home We recognise the whole-life needs of individuals, facilitating a healthy work: life blend, modelled by supportive leaders.
- 2. “We will” commit to Creative Collaboration.**
We commit to creating opportunities for positive, life-enhancing interactions between colleagues, recognising the importance of connection to get the best out of people.
- 3. “We will” commit to Powerful Listening.**
We commit to listening to our employees and giving them meaningful opportunities to share ideas that improve the wellbeing of all our stakeholders.
- 4. “We will” commit to Strong Community Partnering.**
We commit to promoting opportunities for staff to join with like-minded individuals in other organisations, working together in wider community wellbeing initiatives, both as contributors and beneficiaries.
- 5. “We will” commit to Life-Long Learning.**
We commit to providing our employees with opportunities to keep learning and participate in holistic wellbeing during working hours.
- 6. “We will” commit to a Positive Workplace Environment.**
We commit to nurturing a culture of respect for each individual and their specific needs and identity, putting people first to maintain positive workplace culture.
- 7. “We will” commit to our Values as an organisation.**
We commit to making sure that we will work together to uphold our organisational values.
- 8. “We will” commit to Simple Practical Steps.**
We commit to offering regular wellbeing sessions that improve the health and wellbeing of all employees.

SIGNED: _____

Print Name: _____

On behalf of: _____

Date: _____

SIGNED:  _____

Print Name: Steve Bavington _____

On behalf of: Birmingham Wellbeing Alliance

Date: _____