

What does the National Charter involve?

The National Charter is relevant to all businesses, no matter how big or small and is open to all public, private and third sector organisations. As the Charter is a national award arrangements are in place to help national companies that have multiple sites across England achieve the award.

The National Charter is a simple process which involves looking at a set of standards and seeing how they apply in your workplace. It may involve you undertaking some actions, but you will be helped and supported through the process by an assessor. This support, which is detailed below, is free of charge.

1. Consultancy Support

- Advice on which level to aim for, taking into account the size of the business, resources and experience of workplace health and wellbeing within the business.
- Help with completion of the self assessment standards
- Advice on evidence requirements and the types of evidence for each standard
- Development of action plans to plug any gaps you may have in order to gain the award you are aiming for

Support prior to accreditation will normally take the form of one or two meetings, ongoing telephone and email support.

2. Assessment for the award

Assessment for the National Charter involves:-

- A site visit and tour of the workplace
- A review of evidence
- Engagement with staff (to verify the evidence)
- Post assessment report
- Issue of certificate, which is valid for two years
- Listing on the national website and release of the National Charter logo

Contacts



If you are interested in finding out how you can make workplace health improvements contact our Assessor for more information.

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Support for employers across South Yorkshire

THE WORKPLACE WELLBEING CHARTER NATIONAL AWARD for ENGLAND



Why the need for action?

Poor employee health costs huge amounts of money to employers relating to sick pay, absence to attend medical appointments, employee turnover, recruitment and lower employer productivity.

Looking after your employees pays – it gives you a competitive edge in these difficult financial times.



How will the National Charter benefit my organisation?

Financial Reasons

Encouraging staff to be healthy and active can reduce sickness absence costs. Sickness absence costs employers £495 a year in direct costs for every worker employed.

Population Changes

By 2024 estimates suggest that almost 40% of the population will be 50 or over. As the working age increases it is important to ensure that an ageing workforce is a healthy workforce. There will be greater need to manage chronic illness and long term health conditions such as heart disease and diabetes, which are on the increase.

Reputation and Image

Successful organisations know that staff satisfaction and wellbeing bring business benefits such as improved staff morale, positive employer image, reduction in staff turnover and increased productivity. Being a good employer and caring for your staff enhances your organisations reputation, making your organisation's attractive to work for and improving overall performance.

Legal Compliance

The National Charter standards help organisations fulfil their legal obligations under health and safety and equalities legislation.

What is the National Charter?

The National Charter is:

- a statement of intent, showing an organisation's commitment to the health and wellbeing of its staff.
- a new award endorsed by the Government and is recognised as the business standard for health and wellbeing.

It has been designed to address the factors that make the greatest difference to an individual's health and wellbeing in the workplace.

Using the National Charter you can undertake a self assessment and find out what you are doing well already and where improvements can be made. It will give you ideas on what you can work towards in the future to make workplace health improvements.

The National Charter provides a clear set of standards taking a holistic approach that includes physical and mental health, health improvement and aims to share best practice about health and wellbeing in the workplace.

You have the choice: you can use the Charter for ideas, just making one or two small changes can make a difference, or you may wish to work towards achieving the award. The Charter has three levels allowing progression; these are commitment, achievement and excellence.

