

# wellbeing

**Above all, it's about people**

## **Occupational Health**

We place great emphasis on the health and well-being of our employees. Our two-pronged approach comprises health screening and stress management. Working in partnership with our occupational health provider, Norwich Union, we aim to provide all employees with a free health check every three years (every five years for office based employees).

Our concern for well-being goes beyond the workplace and our approach to stress management is to remind all employees of the impact that all dimensions of an individual's life can have on personal stress and how this can be managed. Our managers carry out stress risk assessments for their team.

## **Our Employee Assistance Programme**

From time to time we can all experience problems either at work or in our personal lives that can cause us concern. Often the most difficult thing is to know where to turn to for help. At Wates we provide access to a confidential 24 hour helpline, where you or any of your immediate family can get valuable free advice and support. The scheme is operated by BUPA and is totally confidential.

## **Support for carers**

We recognise that a significant number of employees will have caring responsibilities for a family member or friend at some stage in their lives. Our employees with caring responsibilities can access our carers' network and those who have been working with us for one year, are eligible to apply for financial support for example to provide respite care or equipment they may need through a Carers Award Scheme.