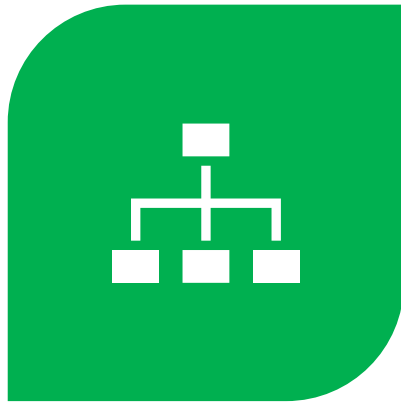


Adapting to Covid-19: successfully supporting staff wellbeing in times of uncertainty

Jules Hillier

Chief Executive, Pause and chair of the ACEVO/MHF AE working group on workforce wellbeing





The organisation



The approach

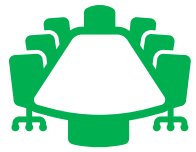


The people

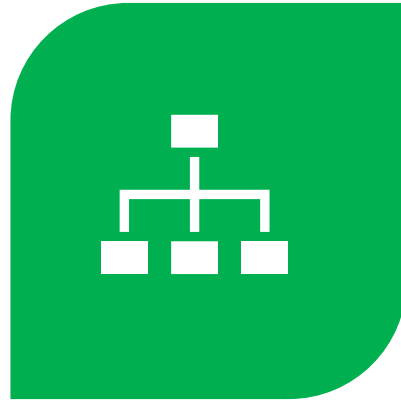


Policies & admin

Trust



Trustees & governance



Wellbeing

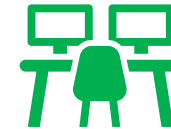


Training and development



Sickness & absence

Furniture, technology and environment





Authentic

Compassionate



Flexible & responsive



“I don’t know, let’s work it out”



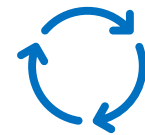
Open

Collaborative



Fair

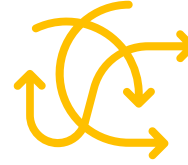
Do-review-do-review-do-review-do-review





Touch

Shared
experience



Contact &
communicate



Vulnerability



Self care



Personal &
individual

“What’s going
on for you?”



Some little things

- Rest and recharge days
- Cards, letters, plants, biscuits and other things you can touch
- “I give you permission”
- Small training budget for non-work things
- Quiz/yoga/huddles
- “I trust you”
- Short sharp catch ups
- Support sessions
- “This week can get in the bin!”

