

# WORKPLACE WELLBEING CONFERENCE

1 - 3 JUNE | ONLINE

A group of four business professionals (two women and two men) are captured in mid-air, running towards the right. They are dressed in professional attire. One woman is holding a briefcase, another is holding a folder, and a man is holding a clipboard. The background is white, and a large yellow diagonal banner is overlaid on the bottom half of the image.

**THE FUTURE OF WELLBEING  
- WILL YOU BE JOINING US? -**

**If you haven't already done so, now is the time to secure your ticket for the Workplace Wellbeing Conference, taking place online from 1 – 3 June 2021.**

The three-day conference will feature in-depth discussion and analysis to help you lead wellbeing initiatives within your organisation, whilst giving expert-led guidance on how to support your own wellbeing or the wellbeing of the people you work with.

## Key sessions include:

- Wellbeing conversations for managers: An interactive workshop
- ISO 45003: Overview of the new standard and what it really means
- Impact of the pandemic: Lessons learnt from wellbeing leaders and new ways of working
- Financial wellbeing: How to develop and improve strategies
- Tackling fatigue in staff: Pitfalls and helpful hints
- Work-related stress: HSE perspective, personal stories of burnout & resilience workshop

[\*\*▶ REGISTER NOW\*\*](#)

[\*\*▶ ALREADY REGISTERED? LOGIN HERE\*\*](#)

## ► DAY 1: TUESDAY 1 JUNE

---

### PRE REC | 10:00 | Our biggest mental health challenges as a nation

A keynote address from the CEO of Mind, reflecting on the nation's mental health and the biggest challenges that currently face us. In the talk Paul Farmer will also outline the charity's current goals and initiatives. Mind provides advice and support to empower anyone experiencing a mental health problem. They campaign to improve services, raise awareness and promote understanding, and they say they won't give up until everyone experiencing a mental health problem gets support and respect

**Paul Farmer**, Chief Executive | **Mind**

### PRE REC | 10:20 | Considerations for workplace wellbeing processes and IOSH research results

Tim Eldridge, Vice-President of the Institution of Occupational Safety and Health, examines the issues the impact on our wellbeing and what organisations can do to ensure a happy, healthy workforce. He will look at research into this area, highlight the findings of a white paper and discuss the impact that Covid-19 has had on this.

**Tim Eldridge**, Vice President, IOSH and Global Head of Health and Safety | **HSBC**

### PRE REC | 10:45 | Best practice in prioritizing people and developing your health, safety, wellbeing and diversity strategies

**Kate Field**, Global Head Health, Safety and Wellbeing | **BSI**

## ► DAY 1: TUESDAY 1 JUNE

### PRE REC | 11:15 | ISO 45003

Overview of the first global standard giving practical guidance on managing psychological health in the workplace.

**Peter Kelly**, Senior Psychologist | HSE

### PRE REC | 11:45 | Being psychologically safe: What does ISO 45003 really mean for organisations?

The importance of good mental health and wellbeing is proposed as being an essential part of an employer's duty of care. Traditionally it has been suggested that being psychologically well and safe is an individual challenge to address but Novartis Professor, Amy Edmondson defined psychological safety as a shared belief that the team is safe for interpersonal risk taking. This extension of the original theory shifts the concept from individual behaviours to an organisational level.

With the arrival of ISO 45003, there is an explicit intention to give equal parity to physical and mental health. What does this mean in terms of operationalising psychological safety not only in respect of the upcoming international standard but in real life?

With environmental conditions and workplace culture being central to success, Jonathan explores the theory of Psychological Safety and discusses lessons learned as well as practical proposals for how to start the conversation.

**Jonathan Gawthrop**, Executive Director, Wellbeing, Sustainability & Assurance | **EMCOR Group**

### LIVE | 12:45 | Hidden disabilities: I am disabled and you wouldn't know it if you met me

In this session Nichola will share the impact that various chronic conditions have had on her life and provide some suggestions to help organisations be adaptable and open to those with a hidden disability. Supporting those with additional needs can result in loyal, productive and valuable team members provided we have the right conversations at the right time. Nichola will share some of the things that has worked for her and hopefully empower you to share your story, if you haven't already. Nichola's aim is that while people might not see disabled people, their stories should not be hidden.

**Nichola Ebborn**, Head of Health and Safety | **Shepherds Bush Housing Group**

## ► DAY 1: TUESDAY 1 JUNE

---

### PRE REC | 13:15 | **Change the world, one day at a time: All you need to know about NEBOSH's wellbeing qualification**

Tired of the confusion and muddle in the wellbeing space? NEBOSH wanted to sort that out and give a new perspective with the launch of a one-day qualification called Working with Wellbeing earlier this year. In this session NEBOSH's Chief Operating Officer, Dee Arp, talks about the story behind the qualification – why it was developed, what it offers and how, with just one day of training, employers can start to make a positive difference to their teams.

**Dee Arp**, Chief Operating Officer | **NEBOSH**

### PRE REC | 13:45 | **Using the 'Being Well Together' programme as a framework for bringing all aspects of workplace wellbeing together**

An overview of the Being Well Together programme, which brings all the disparate aspects of workplace wellbeing under one umbrella, helping people to move their workforce from one which is sporadically unwell and underperforming to one which is thriving, creating businesses that can thrive in turn.

Built around the timeless health and safety principles of 'Plan, do, check, act', this programme sets out a step-by-step approach to help organisations assess their current requirements, evaluate the gaps, develop a strategy, implement, measure and sustain.

**Jigna Patel**, Managing Director | **British Safety Council**

### PRE REC | 14:15 | **Adapting health & safety frameworks for managing physical risk for invisible risks**

**David Roffey** CMIOSH, Health & Safety Manager | **Kent Police**

## ▶ DAY 1: TUESDAY 1 JUNE

### LIVE | 15:00 | How leaders and managers can manage workplace psychological health during the pandemic

This session will outline the critical role that leaders and managers play in managing the psychological health of staff, and the challenges that the pandemic has presented. Support from managers and peers can reduce the negative impact of other stressors, yet remote working has often made giving and receiving this support difficult.

However, there is anecdotal reporting, that, in some instances, connecting with manager and colleagues through the increased use of technology has increased levels of support. We will look at how important it is to talk to staff about their experience of work to reduce the risk of them moving towards the struggling and even stressed end of the psychological health continuum. Managers can play a pivotal role in proving a work context that means staff can thrive; not only does this benefit staff but it also benefits the business.

**Phoebe Smith**, Principal Human Factors Specialist | **HSE**

### LIVE | 15:30 | Panel: A view from those with wellbeing responsibility in their organisation

- How has the pandemic changed your approach to wellbeing?
- What kind of initiatives did you take on during lockdown? Were you prescriptive or flexible?
- Do you work closely with other stakeholders? If so, how do you divide the responsibilities?
- What do your key priorities look like moving forward?

Session chair: **Heather Beach**, Founder and Managing Director | **Healthy Work Company**

Session panellists:

**Charles Alberts**, Head of Wellbeing Solutions, UK | **Aon**

**John Pares**, Head of EHS Field Organisation | **Givaudan**

**Nick Wright**, Group Health, Safety & Wellbeing Manager | **Vodafone**

**Margo Mosley**, Director, Environmental Health, Safety & Sustainability | **Vertex Pharmaceuticals**

## ▶ DAY 2: WEDNESDAY 2 JUNE

### LIVE | 09:00 | An Olympic gold medallist's personal take on wellbeing

At her debut Winter Olympics in 2010 Amy won Team GB's only gold medal of the Games in skeleton. She became Britain's first solo Winter Olympics champion in 30 years and the first female individual gold medallist for 58 years. In this live, interactive talk Amy will share her take on wellbeing.

As an Olympic athlete Amy worked on a 4-year cycle, but she made sure she had weekly, monthly, and yearly targets. She suffered many setbacks, but always overcame them. She did this through evaluation, which she believes is key no matter what your line of work.

Amy says "If Covid has taught us anything it's that we should concentrate on wellness. We should be taking care of ourselves mentally and physically, nourishing our bodies with wholesome food, having a good work/life balance."

**Amy Williams**, former Team GB skeleton racer and Olympic gold medallist  
**Ian Hart**, Editor | SHP

### PRE REC | 10:00 | Surviving the war against yourself

Tom Dunning, otherwise known by his alias the 'Mental Health Runner', is a mental health advocate who will share various personal stories from attempted suicide to recovery.

At his worst, he often attended A&E twice a night because he couldn't take anymore. He was diagnosed with PTSD, borderline personality disorder/emotionally unstable personality disorder and social anxiety disorder. With the help of his wife Amber, Tom discovered a love of running which had huge benefits for his mental health. He now has various initiatives to break down mental health stigma and support others with mental health issues.

Tom is a popular keynote speaker and has won various awards for his work, including the SHP Trailblazer in Positive Social Impact Award 2020.

**Tom Dunning**, Mechanical Engineer | **British Sugar** and TED speaker

## ▶ DAY 2: WEDNESDAY 2 JUNE

### PRE REC | 10:30 | Wellbeing in the police force: What we can all learn from the Mind Blue Light programme and SHP's 2020 wellbeing award winner

Phil has worked in policing for nearly 20 years, with most of those years on the front line as a PC, Sergeant and Inspector. In 2017 his career took an unexpected path and he began working within the Mind Blue Light programme. He realised that mental health just wasn't talked about in policing or the wider emergency services. Phil is now posted to Cleveland Police's wellbeing team on a permanent basis. He's the National Police 'lead' within the Royal Foundation working group and the National Police 'lead' within the new Blue Light Programme delivered by Mind.

In this talk he will outline some of the innovative initiatives which led to him winning SHP's 2020 award for Trailblazer in Workplace Wellbeing, sharing ideas which can be employed by any other organisation.

**Inspector Phil Spencer**, Wellbeing & Blue Light Co-ordinator, **Cleveland Police**, Winner of the SHP Trailblazer in Workplace Wellbeing award 2020

### PRE REC | 11:00 | Workplace mental health: The public sector view

Before the Coronavirus pandemic hit the cost of poor mental health among public sector staff was between £9.0bn – £9.5bn per annum, with the average cost per employee higher than the private sector. When it comes to tackling the causes of work-related mental health problems, and providing the right support for the workforce, the public sector is still some way behind. In this presentation, Faye will explore why this is the case and what public sector employers should consider to prioritise employee mental health and wellbeing. The presentation will also explore how to provide support to employees who do not work in traditional desk-based roles.

**Faye McGuinness**, Director of Programmes | **Education Support**

## ▶ DAY 2: WEDNESDAY 2 JUNE

### LIVE | 12:00 | **Interactive workshop: Wellbeing conversations for managers**

This workshop is designed to give managers confidence in having a conversation with someone struggling with their wellbeing, in the knowledge of their legal duties also, using an ABCD mnemonic: A – Awareness, B – Be present, C – Co-create a plan, D – Duties as a manager. It will also focus on safeguarding your own mental health and resilience.

**Heather Beach**, Founder | **Healthy Work Company**

### LIVE | 13:30 | **Work-related stress: Who ate all the fruit? Has work-related stress disappeared?**

No of course it hasn't! While everyone's attention has been quite naturally focused on the pandemic and keeping workplaces 'Covid-secure,' if you look at social media you would be forgiven for thinking that work-related stress has gone away. So let's get back to basics, set that reset button and, get you thinking about how you meet your legal duty to protect your employees from stress using the Management Standards approach, and without an apple or banana in sight.

**Jennifer Webster**, Occupational Psychologist | **HSE**

### PRE REC | 14:00 | **Burnout: An interview based on personal experience**

Two months into a new job, the pandemic hit and Vicki's life took a turn for the worst. Locked down alone, far from her support network of friends & family. Around the same time, she lost a close friend to Covid and two ex-colleagues who died by suicide. Vicki continued to work at full capacity, but it became too much.

Despite usually dealing well with stress, Vicki started to experience psychosis symptoms, hallucinations, panic attacks, suicidal dreams, among other mental & physical reactions. She sought medical advice and has been signed off work to give her time to recover.

Now she will share her experience and outline the outstanding support she's had from colleagues, highlighting what workplaces can do to best support anyone in a similar position.

**Vicki Simmonds**, Director, Health & Safety – Europe | **CHEP**  
**Heather Beach**, Founder | **Healthy Work Company**



## ▶ DAY 2: WEDNESDAY 2 JUNE

---

### PRE REC | 14:30 | **The business case for wellbeing**

Stephen will be exploring what our own business can show us to help us build our business case for a robust wellbeing programme. He will be encouraging the audience to think about what their existing data can tell them, how to identify the gaps, how holistic a picture do they have at the moment and ultimately – how informed an approach can you take?

**Stephen Haynes**, Head of Program | **Mates in Mind**

### LIVE | 15:15 | **Build your own resilience toolkit - practical tools for breaking free from the burnout cycle – 60 minute interactive workshop**

After releasing herself from a 20-year burnout cycle, Ann is transforming burned out professionals into resilient and compassionate leaders by teaching them to build their own resilience toolkits.

As a 'Creative Changemaker', her mission is to smash the stigma about talking about mental health and she runs workshops and coaching programmes for professionals who are feeling overwhelmed, stressed, and anxious. In this live, interactive session she will outline common patterns she sees with those who are trapped in the burnout cycle and will share some simple tools that wellbeing leaders can adopt to support themselves and others to break free from it.

**Ann Diment**, Director | **Work Safe and Well**

## ► DAY 3: THURSDAY 3 JUNE

### LIVE | 09:15 | **The changing business case for wellbeing: How the future of work and the societal landscape will change employees' expectations**

- Understanding how the societal & political landscape is changing the driver for workplace wellbeing, taking it from being a business case based on productivity, to one driven by emotion
- The impact of change management for wellbeing leaders and creating a culture of embraced change
- How to adapt your wellbeing initiatives amid increased levels of autonomy with the remote working
- Monitoring and managing the wellbeing of remote employees
- Employee communications & trust - how to engage your workforce and make them feel heard

**Sarwat Tasneem**, Founder | **14 Consulting**

### PRE REC | 09:45 | **Surviving depression and what colleagues can do to support**

One of the UK's foremost mental health campaigners, Alastair Campbell is an ambassador for several mental health charities including Mind, the official charity partner of Workplace Wellbeing Show. In this open talk, Alastair will share his personal story about his struggles with depression. He will also address wellbeing in the workplace, giving his thoughts on how leaders and colleagues can best support others going through similar experiences to his.

**Alastair Campbell**, Mental Health Campaigner | **Mind Ambassador** and former Government Director of Communications

**Charlotte Geoghegan**, Event Manager | **Workplace Wellbeing Show and Safety & Health Expo**

### PRE REC | 10:45 | **Getting your message heard and increasing your visibility**

In this talk Karen will outline steps to take to make sure your wellbeing message reaches your audience for maximum impact. She will talk about using difference channels and tailoring your message for different groups of people. She will give you ideas for creating a communications toolkit. And she will also discuss approaches for evaluating the impact of your message to make you work more visible.

**Karen McDonnell**, Policy Advisor | **RoSPA**

## ▶ DAY 3: THURSDAY 3 JUNE

### PRE REC | 11:15 | Why now is the time to focus on financial wellbeing

With the link between poor financial health and mental wellbeing, and the impact of the pandemic on people's finances, tackling financial wellbeing is now imperative to assure overall employee wellbeing.

But what is financial wellbeing; how can it be measured, and how can organisations coordinate the financial benefits they already have into a strategy that supports all employees, and overall employee wellbeing? Using insight from two recent industry papers, together with experience in providing financial wellbeing programmes for over 50 years, this session will look at:

- How financial wellbeing and mental health are intrinsically linked
- The effect the pandemic has had on financial health
- Why now is the perfect time to tackle financial wellbeing
- How to develop, or improve your financial wellbeing strategy

**Jeanette Makings**, Head of Financial Education | **Close Brothers**

### PRE REC | 11:45 | Tackling fatigue in staff: Pitfalls and helpful hints

Insufficient and poor-quality sleep is widespread across society and leads to fatigue, poor performance and safety risks. No organisation is unaffected. In this presentation we will:

- Explore the incidence of poor sleep, sleep disorders and recent trends
- Review ways organisations tackle fatigue
- Explore some of the pitfalls in common approaches to managing fatigue
- Suggest alternative strategies that better address fatigue as a common problem for organisations

**Marcus de Guingand**, Managing Director | **Third Pillar of Health Ltd.**

## ► DAY 3: THURSDAY 3 JUNE

### PRE REC | 12:15 | The cost of conflict and impact on mental wellbeing

A recent “Cost of Conflict” report from ACAS highlighted that from 2018/19 over one-third of employees experienced conflict at work and of these around 5 million suffered stress, anxiety or depression as a result. In this session Emma will discuss the impact of conflict on mental health and the adverse effect on organisations, both mentally and financially.

**Emma Slaven**, Mental Health and Wellbeing Senior Business Partner | **ACAS**

### LIVE | 13:00 | Don't lose valuable talent - why businesses have an obligation to support women's health in the workplace

- Why it's so important to educate managers on menopause
- What support is needed for menopausal women
- How to implement a menopause policy

**Wendy Rose**, Head of Strategic Relationships | **Bupa Health Clinics**

**Navene Ali**, Co-founder and Co-chair | **4Women at Channel 4**

**Claire McCartney**, Senior Policy Adviser | **Resourcing and Inclusion at CIPD**

**Dr Arun Thiyagarajan**, interim Managing Director | **Bupa Health Clinics**

### PRE REC | 13:40 | Practical examples of how to deal with mental health in the workplace

How are you supporting your employees' mental health? 1 in 4 people are suffering from a mental health condition in the UK and with better mental health support in the workplace can save UK businesses up to £8 billion per year. Teresa will be covering why employee wellbeing is important with support from some key statistics.

There will also be lots of useful, practical ideas on how to start a conversation with your employees, some wellness programme suggestions plus some practical tips on how to manage mental health in the workplace to create a positive culture.

**Teresa Higgins**, Brand Director | **Barbour EHS**

## ► DAY 3: THURSDAY 3 JUNE

### PRE REC | 14:00 | An astronaut's approach to wellbeing in space and back on earth

An inspirational keynote presentation followed by Q&A interview, in which Tim Peake will share his experience of:

- Mentally preparing for a trip to space
- Preparing for stressful situations and managing stress
- Looking after your mental & physical wellbeing in space, in a confined working environment
- with little interaction with others
- Risk management and safety in space
- The transition from life in space to life back on earth and the impact on wellbeing

**Major Tim Peake, CMG & Ian Hart, Editor | SHP**

### PRE REC | 15:00 | Interdisciplinary wellbeing: What we can use from the fields of music, gastronomy, golf, the military and more to innovate our wellbeing initiatives

Bringing in ideas from various fields is a potential source of essential innovation within Wellbeing. To achieve greater personal and organisational Wellbeing, insights from other disciplines may create greater novelty in the potential solutions, for two reasons: a) People from other fields may draw from different pools of knowledge, and b) they are not mentally tied to existing, “recognised” solutions to the problem at hand. The larger the distance between the problem and the discipline, the larger the novelty of the solutions.

It is with this principal that clinician and trained chef Dr Rodriguez-Fernandez uses insights from music, gastronomy, golf, the military, and ballet to design and implement Wellbeing programs for large organisations around the world.

**Dr Rodrigo Rodriguez-Fernandez, Medical Director Wellbeing | International SOS**

## ▶ DAY 3: THURSDAY 3 JUNE

---

LIVE | 15:30 | **Wellbeing at work: past, present, and future challenges**

Ed will provide an outline of some of the key challenges relating to improving wellbeing at work. He will then discuss some of the opportunities for improvement, giving some details on what organisations should be prioritising to demonstrate serious commitment, and how to achieve real improvement.

**Ed Corbett**, Head of Human Factors & Organisational Performance | **HSE**

Workplace Wellbeing Conference agenda correct at time of publishing.

----- END -----