

YMU WELLBEING: 2020/2021 MANIFESTO

- ✓ Work with a leading mental health body in the UK & US to develop our policies. Ask each body to present “best practice” to Group boards once per annum
 - ✓ Publish our manifesto for colleagues, clients and YMU stakeholders to read, align with and openly challenge
 - ✓ Position the manifesto in prominent places around the Groups offices
 - ✓ Ensure that our emotional and physical wellbeing policies are discussed & contained in our annual appraisal process for circular feedback
 - ✓ Identify and train a team of “YMU health first aiders” for first responder support for colleagues, clients and stakeholders
 - ✓ Ensure our recruitment process documentation includes the importance of our wellbeing
 - ✓ Ensure our health policies and procedures i.e. manifesto and other appropriate materials (company handbook) are part of our induction process
 - ✓ Add wellbeing “apps” as part of our Group benefits (where possible)
 - ✓ Seek to have medical plans that have built in first responder support for health and wellbeing
 - ✓ Ensure a minimum of two courses per annum are undertaken via LinkedIn Learning or other electronic platform on mental health and wellbeing for all colleagues. Three courses minimum per annum for senior executives i.e. one per semester
 - ✓ Include a review of our wellbeing policies in our bi-annual colleague (anonymous) survey
 - ✓ Hold a Central Group budget to spend annually via the committee on activities which support colleague’s wellbeing.
 - ✓ Encourage all divisions to augment this spending in their local budgets. Actively encourage divisional budgets to include plants, artwork, books or other soft furnishings which create a conducive physical environment
 - ✓ Hold one mandatory dedicated “half day” per annum (in January each year) for training and awareness with all colleagues needing to participate
 - ✓ Create at least two quarterly pieces of content, featuring key learning and development opportunities for training and education
 - ✓ Share via Workplace (the company's intranet), two video talks per annum that feature individuals and organizations focused on health issues
 - ✓ Ensure all parents have access to health and wellbeing support during / post birth, adoption & fostering by including policies and procedures
 - ✓ Ask all colleagues who leave group (as part of the exit process) to comment on our policies
 - ✓ Introduce into our company handbook the following Code of Conduct policies:
 - ✓ Respect and health policy for clients and colleagues which is inclusive and combines the law with best practice
 - ✓ Referral and response support mechanism for those in need
 - ✓ Create a health section on Workplace (companies intranet), to support training, awareness and best practice.
 - ✓ Ensure that Group meetings outside of the office are both “alcohol” and “non-alcohol” conducive.
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