



THE WELLBEING ENVIRONMENT @BECKETTS

BECKETT

INVESTMENT MANAGEMENT GROUP



EXPERIENCE TRUSTED RESPONSIBLE



PHYSICAL



Healthy



Sick



Physical Health

- Westfield cash plan
- BUPA
- 3 days extra at Christmas
- Lifeworks platform via Canada Life Group Income Protection
- Pre-Health assessment questionnaire
- Defibrillator
- Fruit
- Cycle to work



Mental Health

- Your Needs Met (Suffolk Mind)
- Listening culture
- Employee Assistance Programme
- Flexi day
- Lifeworks platform and Westfield counselling



Working Environment

- Modern office furniture
- Workplace assessments
- Indoor and outdoor eating areas
- LED lighting



VALUES



Committed



Disengaged



Ethical Standards

- Value based leadership



Diversity

- HMRC Women in Finance Charter signatories



Psychological Contract

- Clear Job Descriptions
- Effective appraisals
- Open staff communications
- Employee Benefit Handbook – Life cover, GIP
- Profit share, Pension 5% ER
- Christmas Vouchers



PERSONAL DEVELOPMENT



Flourishing Demotivated



Autonomy

- Collaborative environment
- Team meetings



Career Development

- Development plans
- Internal coaching and mentoring
- External mentoring



Lifelong Learning

- Support for qualifications



Creativity

- Opportunities to collaborate with others through seminars, briefings, webinars, etc
- Ability to ask for advice to spark creativity



ORGANISATION



Prospering Failing



Change Management

- Discussion
- Communication
- Newsletter



Work Demands

- Line Managers able to spread work evenly
- Overtime when needed
- Profit share



Job Security

- Regular communications and staff briefings to enable employees to feel secure





EMOTIONAL



Contented



Distressed



Positive Relationships

- Respect for individuals
- Celebrating success
- Events
- Staff Recruitment Bonus



Resilience

- Your Needs Met



Social Responsibility

- Recycling
- Social Impact Portfolio
- Drop In Centre supporter
- Fund raising activities such as wine tasting, dress down days, attendance at professional companies' events, etc
- Donations to Gatehouse food bank

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