

# THE WELLBEING ENVIRONMENT

## AT BECKETTS



**BECKETT**  
INVESTMENT MANAGEMENT  
GROUP



## PHYSICAL



HEALTHY



SICK



## Physical Health

- BUPA cash plan
- 29 days holiday
- Pre-Health assessment questionnaire
- Defibrillator
- Fruit
- Cycle to work scheme



## Mental Health

- Listening culture
- Employee Assistance Programme
- Flexi day
- Lifeworks platform
- Day off for your birthday
- Menopause network
- Becketts employee mental health support plan on Harmony



## Working Environment

- Modern office furniture
- Workplace assessments
- Indoor and outdoor eating areas
- LED lighting
- Induction plan
- Option of Coffee buddy



## 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
- Pension 6% ER



## PERSONAL DEVELOPMENT



FLOURISHING



DEMOTIVATED



### Autonomy

- Collaborative environment
- Team meetings



### Career Development

- Beckett Academy
- 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
- Anonymous feedback survey form on Harmony



### Work Demands

- A collaborative team where work is shared



### Job Security

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



## EMOTIONAL



CONTENTED



DISTRESSED



## Positive Relationships

- Respect for individuals
- Celebrating success
- Sports and social events
- Staff Recruitment Bonus



## Resilience

- Suffolk Mind Essentials



## Social Responsibility

- Recycling
- Ethical Portfolios
- Fund raising for Suffolk Community foundation
- Fund raising activities such as wine tasting, dress down days, attendance at professional companies' events, etc
- Volunteering day

# OUR VALUES

