

THE WELLBEING ENVIRONMENT

AT BECKETTS





PHYSICAL



HEALTHY



SICK



VALUES



COMMITTED



DISENGAGED



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



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

