

# Life First Then Work

## Workplace Wellbeing Support Systems Review

### (Sample Extract)





## Purpose of this review

This extract provides a snapshot of the insights organisations receive from a full Workplace Wellbeing Support Systems Review. It highlights how current wellbeing systems impact people, culture and financial risk – and identifies where action will have the greatest effect.

This is a strategic workplace assessment, not a clinical or medical evaluation.

## Executive summary (example)

Overall System Score: 47/100 – Work to do

(This example reflects an average across the five wellbeing system areas.)

The sample organisation shows intent and isolated good practice. However, system maturity is inconsistent and gaps – particularly in leadership behaviour, workload and clarity of support pathways – increase cultural and financial risk if left unaddressed.

## What this review assesses

Five components of workplace wellbeing systems:

- Leadership behaviour & psychological safety
- Workload & capacity pressure
- Support pathways (HR, EAP, adjustments, reporting)
- Communication & culture signals
- Policy vs practice alignment

Each component is scored using a 0–20 scale:

- **Strong (16–20)** – low-risk, embedded
- **Work to do (12–15)** – inconsistent, requires improvement
- **At risk (8–11)** – increased strain and escalation risk
- **Critical (0–7)** – unclear or missing systems with high potential impact

## Example findings (extract)

**Leadership behaviour – Score: 10/20**

Signs of intent, but inconsistent role modelling and unclear expectations.

**Support pathways – Score: 11/20**

Support exists, but access and confidentiality are poorly understood.

**Workload & capacity – Score: 14/20**

Sustained pressure and peaks leading to presenteeism risk.

**Communication & culture signals – Score: 9/20**

Employees report mixed messages and low psychological safety.

**Policy vs practice – Score: 13/20**

Policies exist, but implementation is uneven.



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## Illustrative cost impact snapshot

Estimated annual hidden cost exposure: £250,000–£340,000

Using midpoint estimates for:

- Absence
- Presenteeism
- Turnover
- Productivity drag

Based on Deloitte, CIPD and ONS benchmarks.

## Priority actions (example)

### 0–3 months – Reduce immediate risk

- Clarify support pathways and confidentiality
- Leadership communication reset
- Meeting and workload hygiene

### 3–9 months – Build stability

- Proactive check-ins
- Role clarity and capacity planning
- Visible leadership behaviours

### 9–12 months – Sustain and embed

- Annual review
- Align policy and practice
- Integrate peer support (Support Circle)

## Legal and compliance relevance

Supports duties under:

- Health and Safety at Work Act 1974
- Equality Act 2010

By identifying work-related mental health risks linked to:

- Workload
- Management behaviour
- Reasonable adjustments
- Safe systems of work

This reduces exposure to:

- Tribunals
- Enforcement action
- Long-term sickness
- Reputational damage



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## What organisations gain

A full review delivers:

- Clear scoring and benchmarking
- Prioritised, practical actions
- Cost impact modelling linked to absence, turnover and productivity
- Cultural and leadership insight
- Evidence to inform investment decisions
- Reduced financial exposure through earlier intervention
- A credible business case for preventative action

It turns guesswork into evidence — and evidence into action.

## Next steps

[Book a call](#)

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