

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.

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

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

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