



## St Luke's Health & Wellbeing (H&W) Programme Overview:

*At St Luke's, we believe that a healthy workforce is a thriving workforce. Our H&W Programme is designed to support every aspect of your wellbeing—because when you feel your best, you can give your best. Through a holistic approach, we focus on the areas our people asked us to.*

### Our H&W Programme is built on five pillars of practice, in support of “Your Wellbeing, Our Priority”:



#### Organisational Position

We aim to embed helpful employee wellbeing through organisational practices and employee benefits, continually reviewing how we can develop our position to ensure employee health & wellbeing is prioritised.



#### Mental Health

We will provide resources, activities, tools, and safe spaces to nurture resilience and emotional balance. Providing regular supervision for patient facing employees, mindfulness podcasts, and ensuring a team of trained MHFAs is accessible to all.



#### Nutrition for Health

We aim to enable nutritional habits that fuel our body and mind, embedded across our cafes and through the promotion of meal planners, recipes and healthy snacks; alongside regular advice and guidance.



#### Physical Health

We will encourage active lifestyles, through employee benefits Inc. cycle to work scheme, gym discounts and access to online exercise classes. We will promote walking meetings, lunchtime walks, and where possible onsite exercise sessions to support us staying fit and energised.



#### Wellbeing Days

We offer dedicated leave each year to support Winter, Summer and Birthday wellbeing. We will also offer time to recharge, connect, and learn practical ways to enhance wellbeing through onsite activities.



“We prioritise the wellbeing of all of our employees, recognising that an effective workplace wellbeing programme can deliver mutual benefit to people, organisations, economies and communities; further recognising that healthy and psychologically safe workplaces help people to flourish and reach their potential.”