A photograph of three young boys in a recording studio. They are all wearing large headphones. The boy in the center is wearing glasses and looking down at a vintage-style microphone held in front of him. The boy on the left is looking towards the microphone, and the boy on the right is looking towards the boy in the center. The background is decorated with colorful butterfly and teardrop-shaped stickers on a white wall.

Building Back Better? Wellbeing at the heart of policy and practice

**YOUTH
MUSIC**

Who are we?

We're the UK's **biggest young people's music charity.**

Every year, we invest over **£10m in over 400 projects** to reach more than 80,000 young people.

We believe that every young person should have the chance to change their life through music.

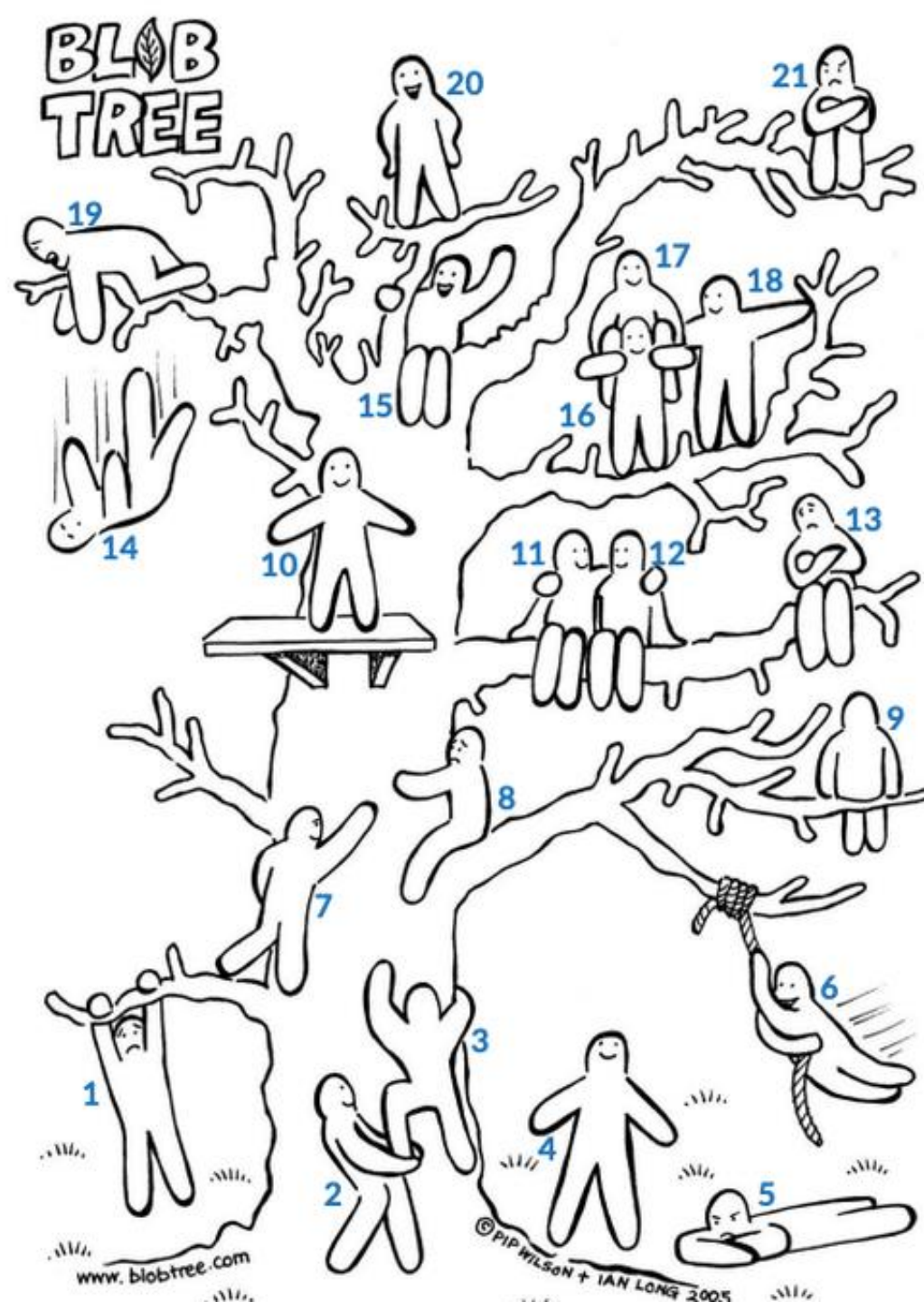


1. Which blob are you (today)?
Why?

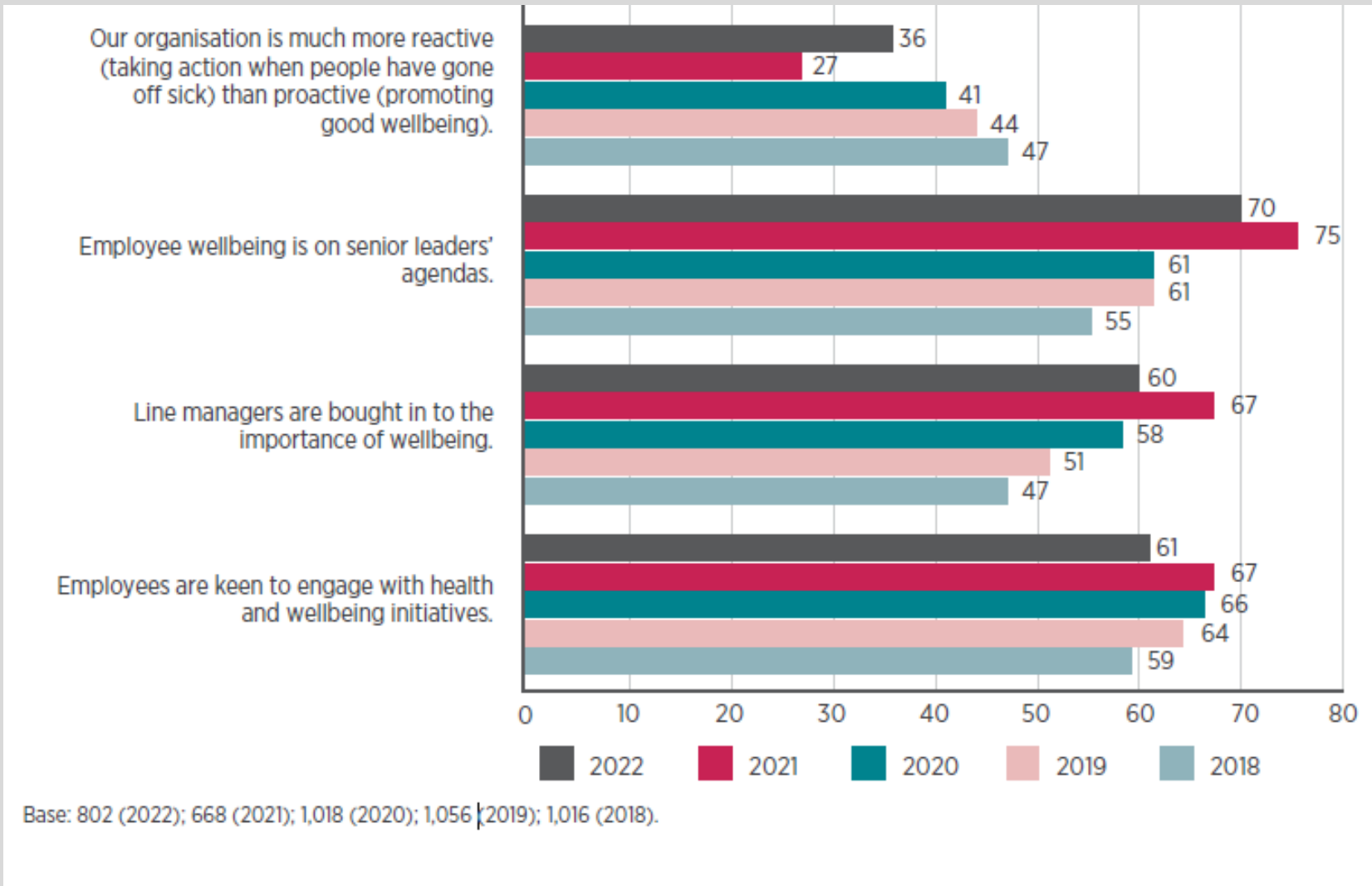
2. Why are you here?

www.menti.com

4369 7461



Building back better?



Since 2021:

- Organisations less proactive
- Lower on leaders' agendas
- Line managers less bought in
- Employees less engaged in wellbeing activity

[Health and Wellbeing at work 2022 \(CIPD\)](#)

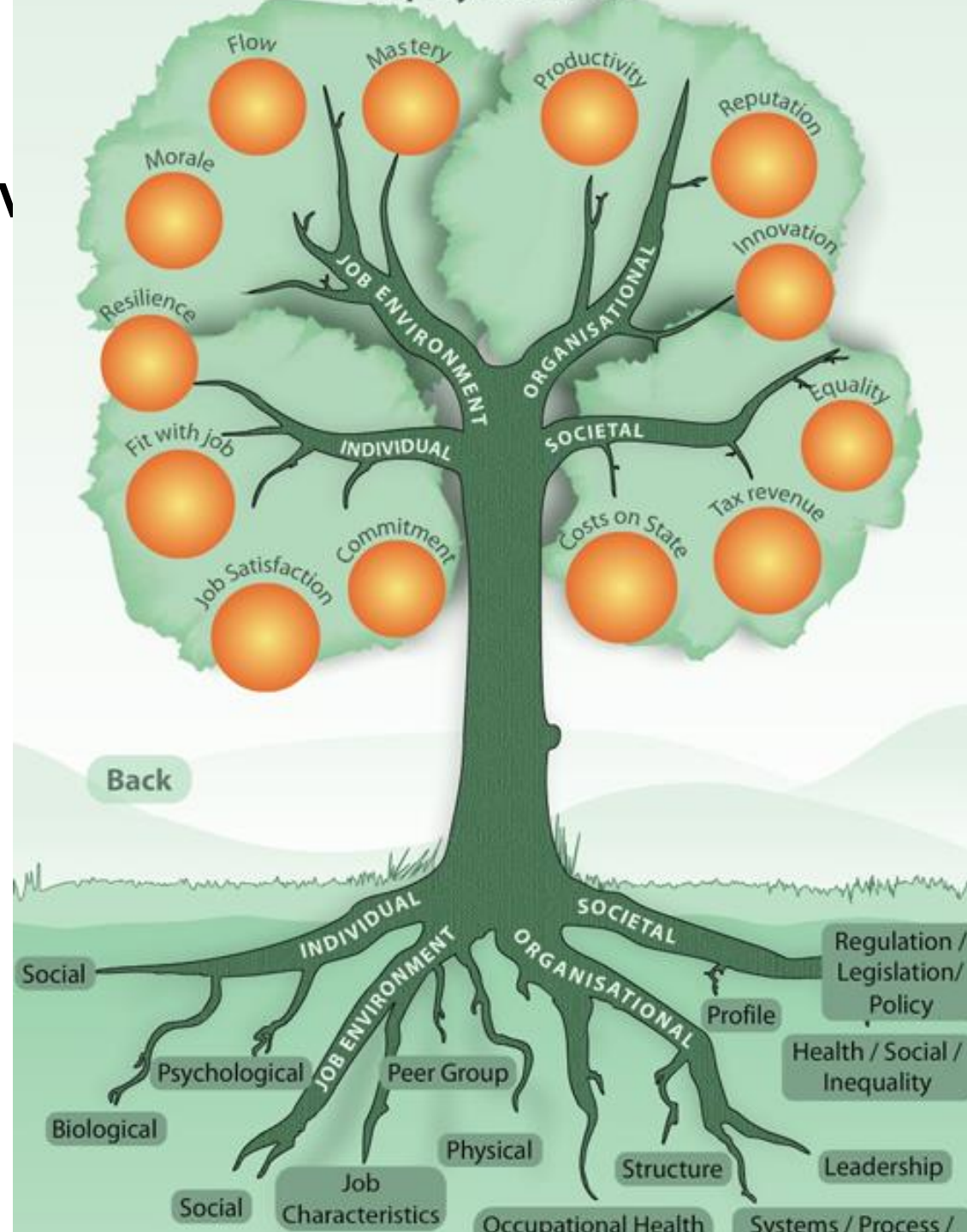
The position of health and wellbeing in organisations (% agree / strongly agree)

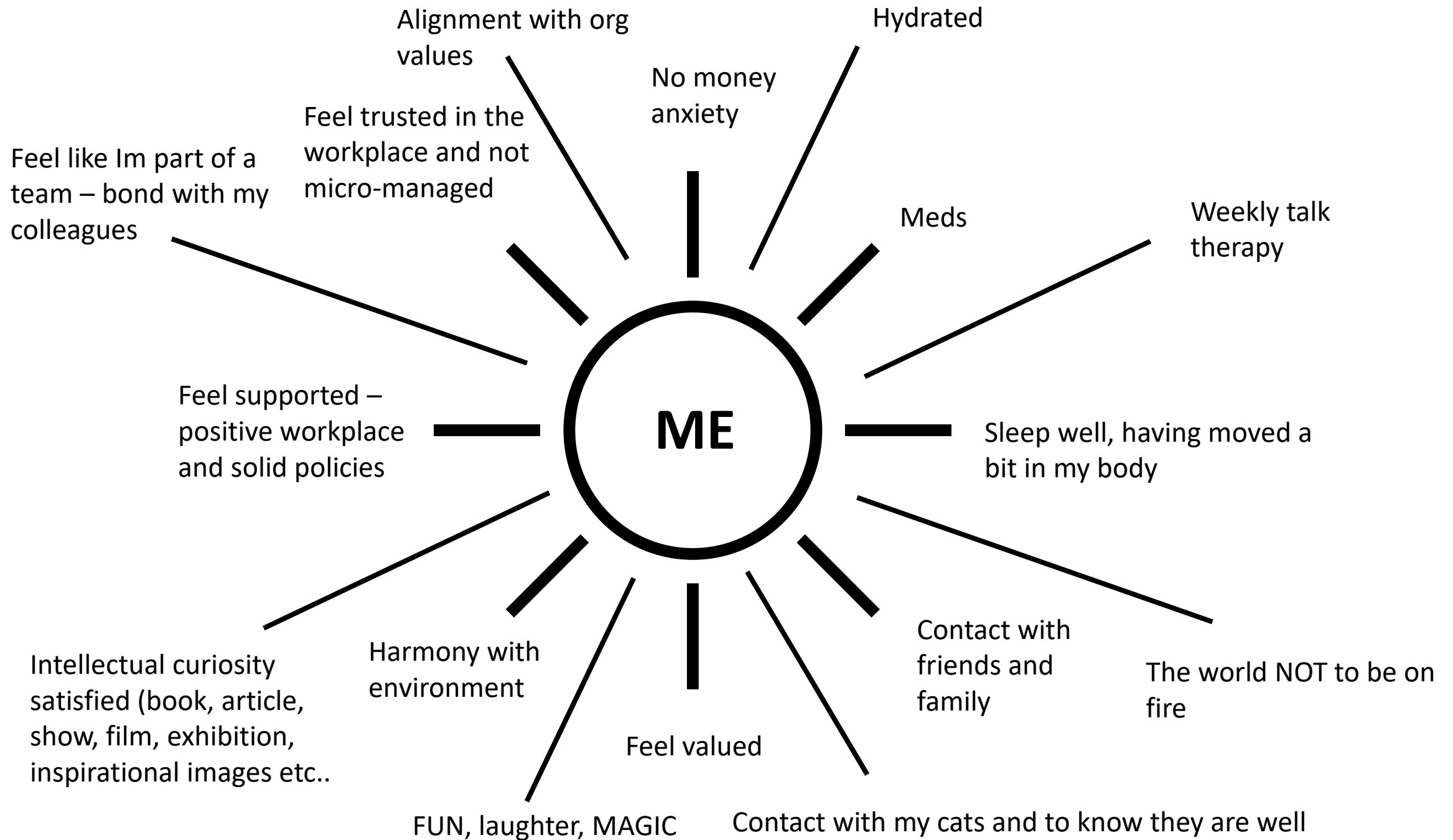
What is wellbeing?

Being ...

...Well

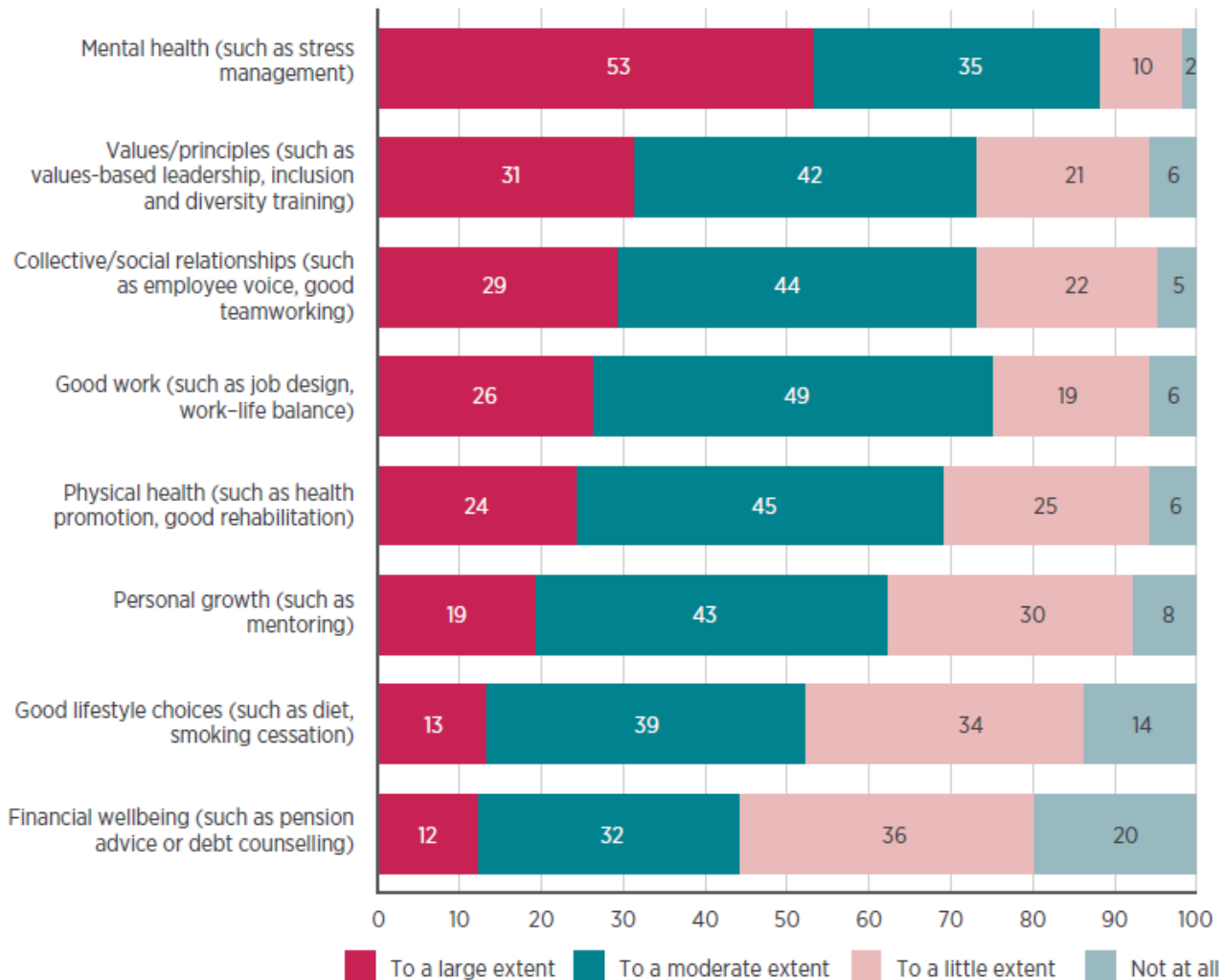
How do you be v





Workplace wellbeing – what’s happening?

To what extent is your employee health and wellbeing designed to promote ...



Base: 575 (organisations that take steps to improve employee health and wellbeing).

51% of organisations have a standalone wellbeing strategy

[Health and Wellbeing at work 2022 \(CIPD\)](#)

Workplace wellbeing – key benefits

[Health and Wellbeing at work 2022](#)

Benefits reported by **one third or more** of respondents to (CIPD)



Employee morale and engagement



Work life balance



Healthier and more inclusive culture



Working relationships

[The Future of Wellbeing 2022](#)

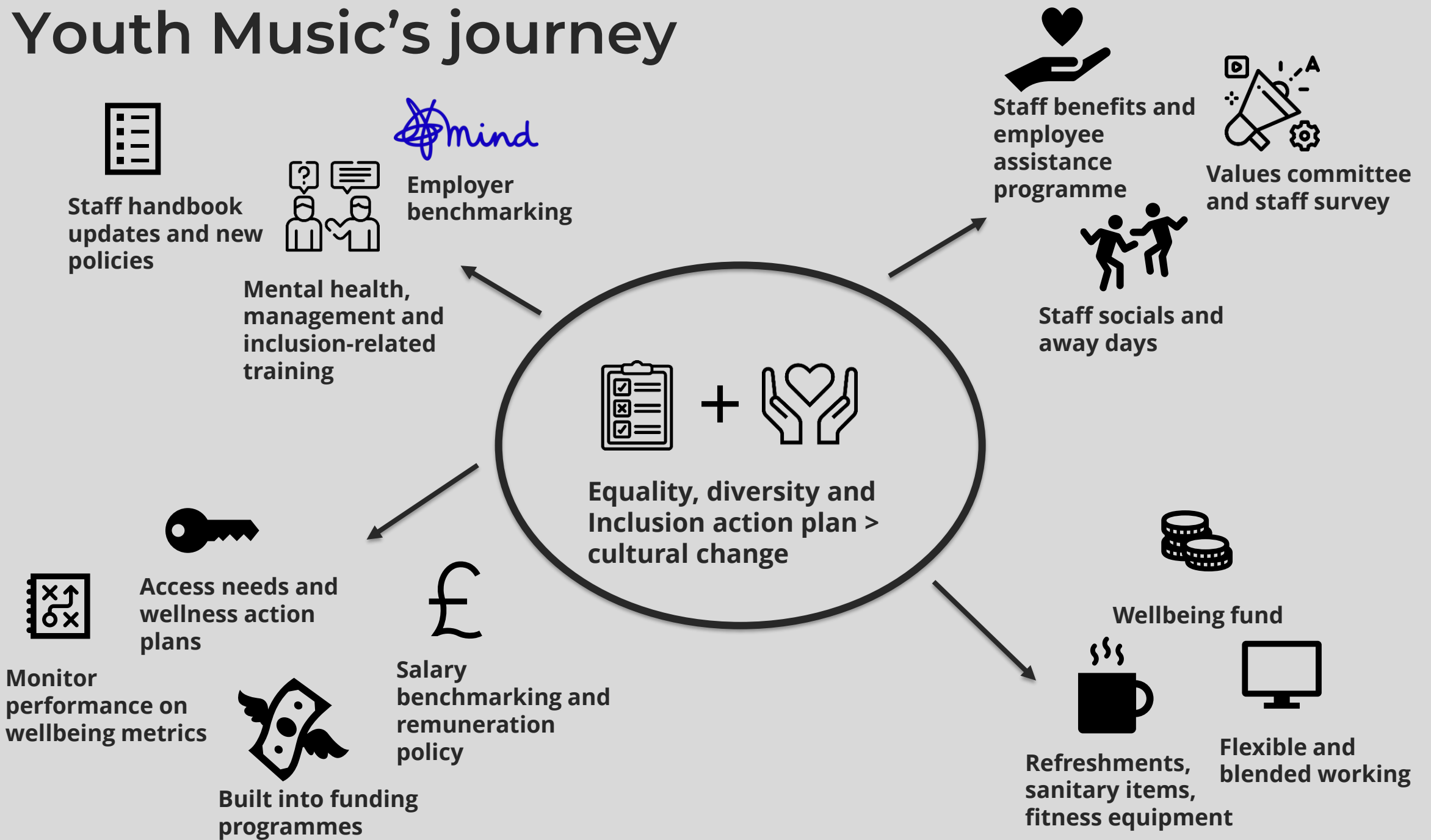
(Deloitte, Institute of Directors, Institute of Risk and Safety Management).

50% of Directors said their organisation focussing on wellbeing had improved business performance

BREAK



Youth Music's journey



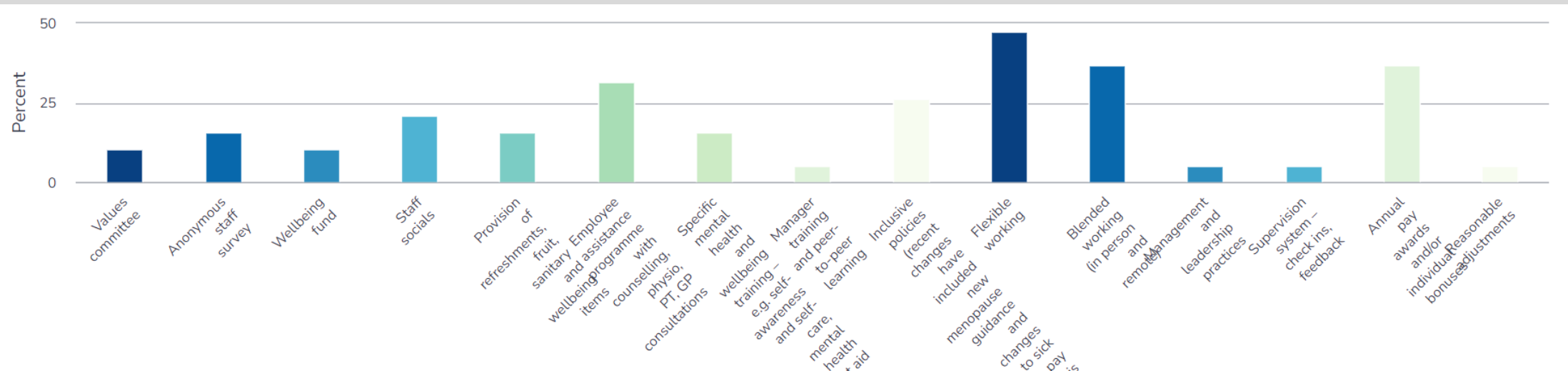
What has made the biggest difference to our staff?

- 1) Flexible working
- 2) Blended working
- 3) Annual pay awards
- 4) Employee Assistance Programme
- 5) Inclusive policies

Most important



Most important to one quarter or more of staff surveyed



What did people say?

Am disabled so inclusive policies, flexible working and reasonable adjustments are a priority in order to help me deliver my job to my best ability.

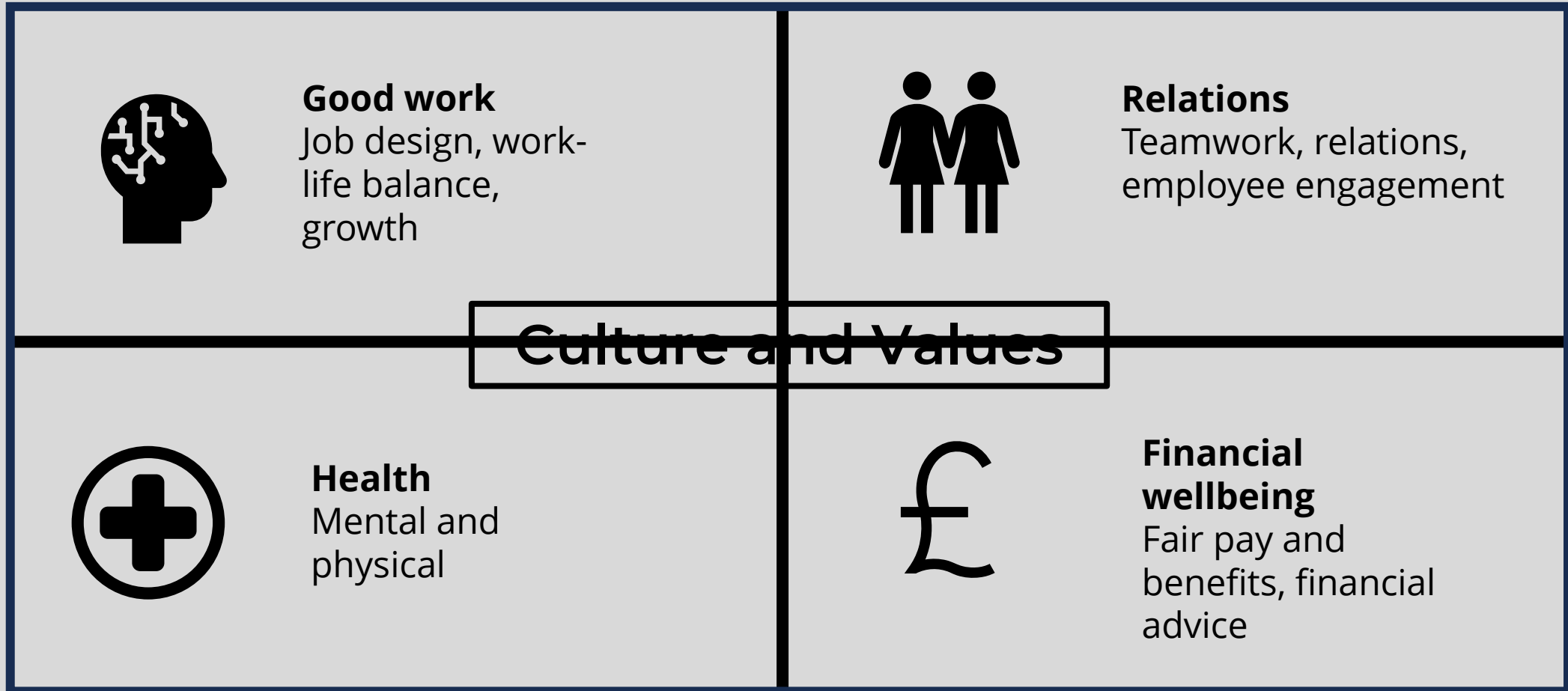
It has been hugely beneficial in the last couple of years to receive an annual pay award given rising costs and inflation

Being able to work from home for up 3 to 4 days a week has changed my life. No longer an exhausted commuter - I'm more productive and have less social burnt out. Having the option to swap around days and ask for occasional flexibility to make my life more convenient and less stressful - amazing!

Policies are also the backbone for creating a sense of safety, security, inclusion and a genuinely positive work culture which are key contributors to wellbeing. For me, even if I don't directly draw upon a policy, the fact that they are there improves my wellbeing -- 1. because I know that those solid inclusive foundations are in place (or being developed) which provides an immediate sense of safety/reduces unnecessary stress but also 2. because it means that my values align with where I work

Questions? Reflections? Thoughts?

A framework for workplace wellbeing



Reflection and check out

1. What came up for you or your group?
2. One thing you are taking from today



Useful resources

[MIND wellness action plans](#)

[CIPD Wellbeing factsheet](#)

[MIND mental health at work commitment](#)

[Youth Music IDEA resource hub](#)

Contact details

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YOUTH MUSIC

About Us

We're the UK's biggest young people's music charity. And we believe that every young person should have the chance to make, learn and earn in music and creativity.

Yet our research shows that many can't because of who they are, where they're from or what they're going through.

We leverage our insights, investment, and influence to build a national grassroots infrastructure that ensures the future of music is more **inclusive, diverse, equitable** and **accessible**.

Youth Music is a national charity funded thanks to the National Lottery via Arts Council England, players of People's Postcode Lottery and support from partners, fundraisers and donors.



YOUTH MUSIC

The National Foundation for Youth Music

Studio LG01, The Print Rooms

164-180 Union Street, London, SE1 0LH

Registered charity number: 1075032

Limited company number: 03750674