# ARE YOU CREATING BETTER WORK?

To what extent does your organisation enable good jobs for all?

Aligned with Business in the Community’s (BITC) [Better Work Framework](https://www.bitc.org.uk/commit-to-transforming-mental-health-and-wellbeing-at-work/) that is central to our ‘[What if your job was good for you?’](https://www.bitc.org.uk/report/what-if-your-job-was-good-for-you/), this self-assessment tool enables you to assess and identify your organisational offering, and the extent to which you are enabling better work for your people. The results can used be used to benchmark against different areas of your business or to set and measure your entire organisational progress over time.

We encourage you to be a force for good and share your completed index with BITC who will use the information gathered in a confidential and anonymous way to develop the wellbeing campaign with the aim of creating better work that drives sustainable mental health and wellbeing, for everyone. We plan to share insights as part of ‘What if your job was good for you? Part 2’ report which will build on the test and learn forums, roundtable insights and examine how work continues to change as we journey through and beyond the pandemic. We would also welcome case study examples should you be willing to share how you have used the self-assessment framework to guide actions within your organisation.

Please respond to each question with reference to your organisation by giving a score of 0 (Not at all) 1 (Yes, in part) or 2 (Yes, in full).

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| **ENABLERS AND VALUES** | **IN OUR ORGANISATION…** | **SCORE****0 FOR NOT AT ALL****1 FOR YES IN PART****2 FOR YES, IN FULL** |
| **Open Dialogue and Feedback** | Senior managers share their mental health lived experience and we talk about mental health and wellbeing openly in everyday conversations |  |
| We use a range of communication channels to communicate our message about mental health proactively and consistently |  |
| We consult widely and regularly with employees about organisational issues and encourage the co-creation of policies, procedures and practices (where possible to do so) |  |
| We actively listen to employee to feedback about organisational issues that might be affecting their mental health and take action |  |
| **Collaborative, Individual-Focused approach** | We empower employees to take control over how they do their job, considering both their individual needs and business needs |  |
| We enable flexible working for all and have policies and processes to support this |  |
| We empower and develop managers to support employees to make effective choices about how they work and craft their own version of better jobs (balancing individual and organizational needs) |  |
| The needs and wellbeing of our people are reflected in our strategic decisions and are visible in our everyday decisions |  |
| **Focus on relationships (particularly the manager)**  | We train and develop all managers to promote the wellbeing of their team |  |
| We prioritise social connections and informal communications (for instance asking ‘How are you’ at the beginning of every conversation and building network groups), ensuring the inclusion of all groups |  |
| Our senior managers are accessible and visible to all employees |  |
| Our policies support positive relationships at work (such as working with respect, whistleblowing and addressing bullying and conflict)  |  |
| **Healthy physical environment**  | We provide access to green and natural spaces for all within the work environment  |  |
| We ensure that those working from home do so with optimal conditions (for instance by conducting assessments and providing homeworking equipment) |  |
| We prioritise health and safety on site and provide employees with control over their workspace (for example light, temperature, personalised workstations or focus areas to work) |  |
| Physical spaces are designed with wellbeing and inclusion in mind and specifically to provide opportunities for social connection and collaboration |  |
| **Measuring and Monitoring** | We use data (such as absence and turnover data) to benchmark and consistently improve the mental health and wellbeing of our employees |  |
| Senior leaders review health and wellbeing data to prioritise action and consult with teams and employee groups to identify shared actions |  |
| We have a clear set of objectives and KPIs around health and wellbeing  |  |
| We regularly and consistently gather feedback on how healthy our work environment is (such as through surveys, risk assessments and audits) using this to continually change and improve. |  |
|  | OPEN TEXT BOX: What measures and metrics do you currently gather and review to measure and monitor the impact of your organisation’s health and wellbeing activities?  |  |
| **Empathy and Compassion** | We care for our employees and the values of empathy and compassion are realised in the way we do things |  |
| **Inclusivity and Equity** | Our culture, policies, processes and practices support fair and equal treatment for all on the basis of need  |  |
| **Trust and Appreciation** | There is a culture of trust and appreciation for all |  |
| **Authenticity**  | We treat our employees in line with our stated organisational values and take action to change when this is not the case |  |
| **Authenticity** | We actively and consistently apply all policies and adopt a learning approach when processes and practices fall short or mistakes are made.  |  |

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| **TOTAL SCORE (add scores from all 25 statements)** |  |

Assess your progress

**Preparing for better work (total score of up to 16 points):** Providing a psychologically healthy workplace involves embedding and aligning your policies, processes and practices and so requires multiple stakeholders within the business and a real time and resource commitment. Take time to plan and consider who you could bring together to help to develop your comprehensive plan. Engaging people from across the organisation and seeking employee participation through consultation and co-creation will help you to take your organization to the next level and provide good jobs for all.

**Taking action for better work (total score of between 17 and 33):** This score identifies that you have taken steps to provide good jobs for all and that health and wellbeing of your people is already a priority for you. Many organisations scoring in this band have strong foundations in place but are likely to benefit from widening their employee consultation activities and thinking of ways to bring leaders and employees together to co-create policies, proceedures and practices. Use the scores on the framework to reinforce your strengths and to identify priorities for action to enable good jobs for all.

**Creating better work (total score of between 34 to 50 points):** Well done! This score demonstrates that you are likely to have a comprehensive approach to supporting health and wellbeing in your organisation, underpinned by good job design, collaboration of different organisational stakeholders and buy-in and commitment at the most senior level. Importantly, your approach is likely to be underpinned by co-creation – consulting employees widely and working together to create solutions for better work. Use this framework to identify any areas where you could still improve, and to reinforce those areas that really are making the difference.

Perhaps you could consider sharing your learnings and supporting other organisations in their journey to improve working lives for all?

However far you are in the journey of creating a psychologically healthy workplace, we would love you to join our collaborative movement to continue to test and learn, develop and share learnings.

**In partnership with Affinity Health at Work**