

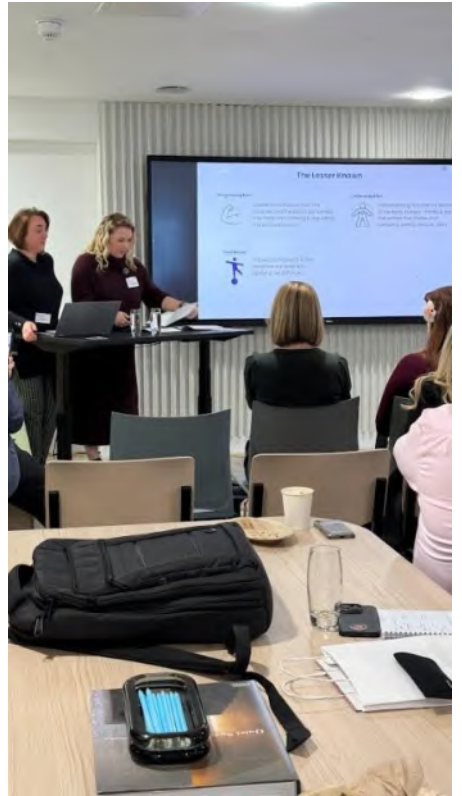
Holistic Wellbeing: Aligning People, Purpose and Place

18.03.25























OSMOND GROUP LIMITED

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Registered in England No. 736813 | Registered Office as above





Agenda

		09:00
		Arrival, breakfast and networking
		09:30
		EDI – under control or drifting aimlessly?
		<u>Guy Osmond</u>
		<i>Osmond Inclusive Wellbeing Services</i>
		10:00
		Reconnecting to your senses: how our work environment affects each of us in different ways
		<u>Debbie Watts & Hayley O'Connor</u>
		<i>ZoneND</i>
		10:45
		Coffee break and networking
		11:15
		Wellbeing – time to take ownership
		<u>Bex Moorhouse</u>
		<i>Invigorate Spaces</i>
		12:00
		Wrap up
		<u>Alex Reffell</u>
		<i>Osmond IWS</i>
		12:30
		End

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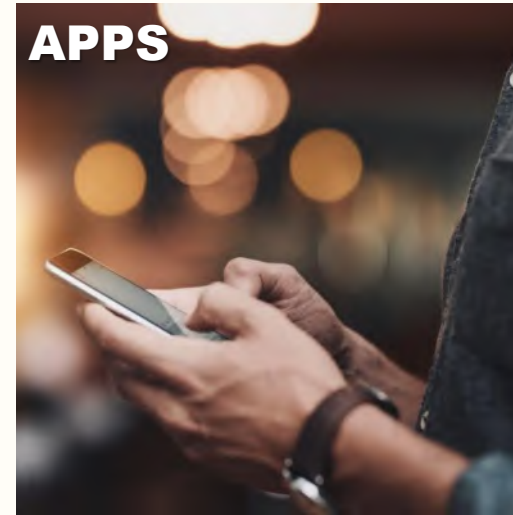
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EDI - Under control or drifting aimlessly?

Guy Osmond
March 18th, 2025

Sources of Support



Health & Wellbeing @ Work 2025

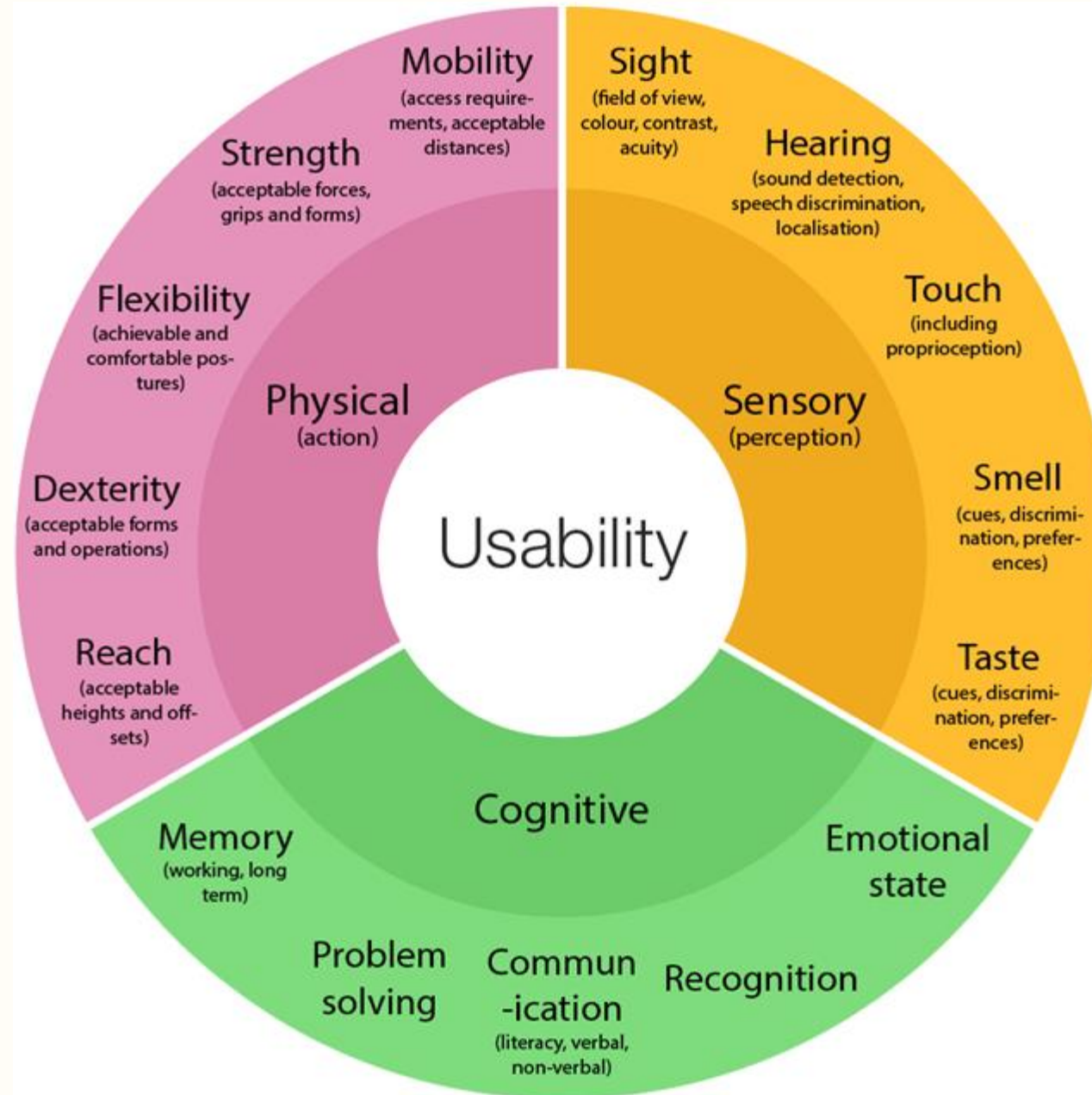
- 🌀 Alzheimer's
 - 🌀 Bereavement
 - 🌀 Cancer
 - 🌀 Child bereavement
 - 🌀 Domestic Abuse
 - 🌀 Financial Wellbeing
 - 🌀 Insomnia
 - 🌀 Menopause
 - 🌀 Mental Health
 - 🌀 Mindfulness
 - 🌀 Musculoskeletal health
 - 🌀 Neurodiversity
 - 🌀 Nutrition
 - 🌀 Pet bereavement
 - 🌀 Resilience
 - 🌀 Sexual Violence
 - 🌀 Suicide
 - 🌀 Visual Stress
 - 🌀 Vocational Rehabilitation
-

Poor Communications



Silos





[Dan Jenkins](#)

DCA Design International



Zone ND

Designing for all minds

Reconnecting to your senses

Agenda

- Understanding all 8 senses
- What are your triggers & soothers.
- The impact of overloading the senses.
- Designing for all minds.

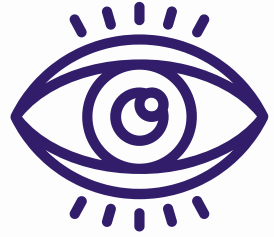


Why the senses?



The most common

Visual /sight



How we process information through our eyes. Our ability to see shapes, light, colours .

Tactile/Touch



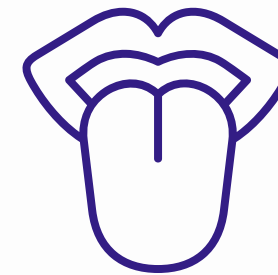
Tactile sensitivity, How we sense pain, pressure, temperature. Can be bring comfort or discomfort.

Auditory/Sound



How we Identify the different sounds. loud, soft, high, low near and far noises in the environment.

Gustatory/taste



Is our perception of how things taste, temperature & Flavour

Olfactory/Smell



helps us sense pleasant or offensive smells, connected to our taste.

The Lesser Known

Proprioception



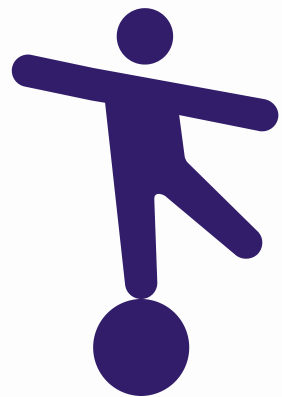
Gathers information from the muscles and the rest of our senses, this helps with calming & regulating the nervous system.

Interoception



Understanding the internal senses of the body, Hungry – thirsty & pain. The senses that shape your wellbeing, feeling anxious, calm.

Vestibular



Influences emotions & tells us where our body is in space & our balance.

What are your triggers & soothers?

- Tactile
- Auditory
- low demand



- Visual
- Auditory
- Olfactory
- Proprioception
- Vestibular



- Visual
- Auditory



VS



- Tactile
- proprioception
- Vestibular
- high demand



- Visual
- Auditory
- Olfactory
- proprioception
- Vestibular



- Thermo
- Olfactory
- Gustatory

Overloading the senses

We need to be proactive

Sensory Respite Zone

Quiet zone - meditation Zone

Apps - nature - meditation



Sizes will vary because

- Illness
- Neurotype
- Sleep
- Menopause
- Misophonia
- Stress
- PTSD



Neurodivergent



Overloading the senses



Fight



Flight



Freeze

The long-term activation of the stress response system and too much exposure to cortisol and other stress hormones can disrupt almost all the body's processes. This puts you at higher risk of many health problems.

Overloading the senses

Anxiety.

Depression.

Digestive problems.

Headaches.

Muscle tension and pain.

Heart disease, heart attack, high blood pressure and stroke.

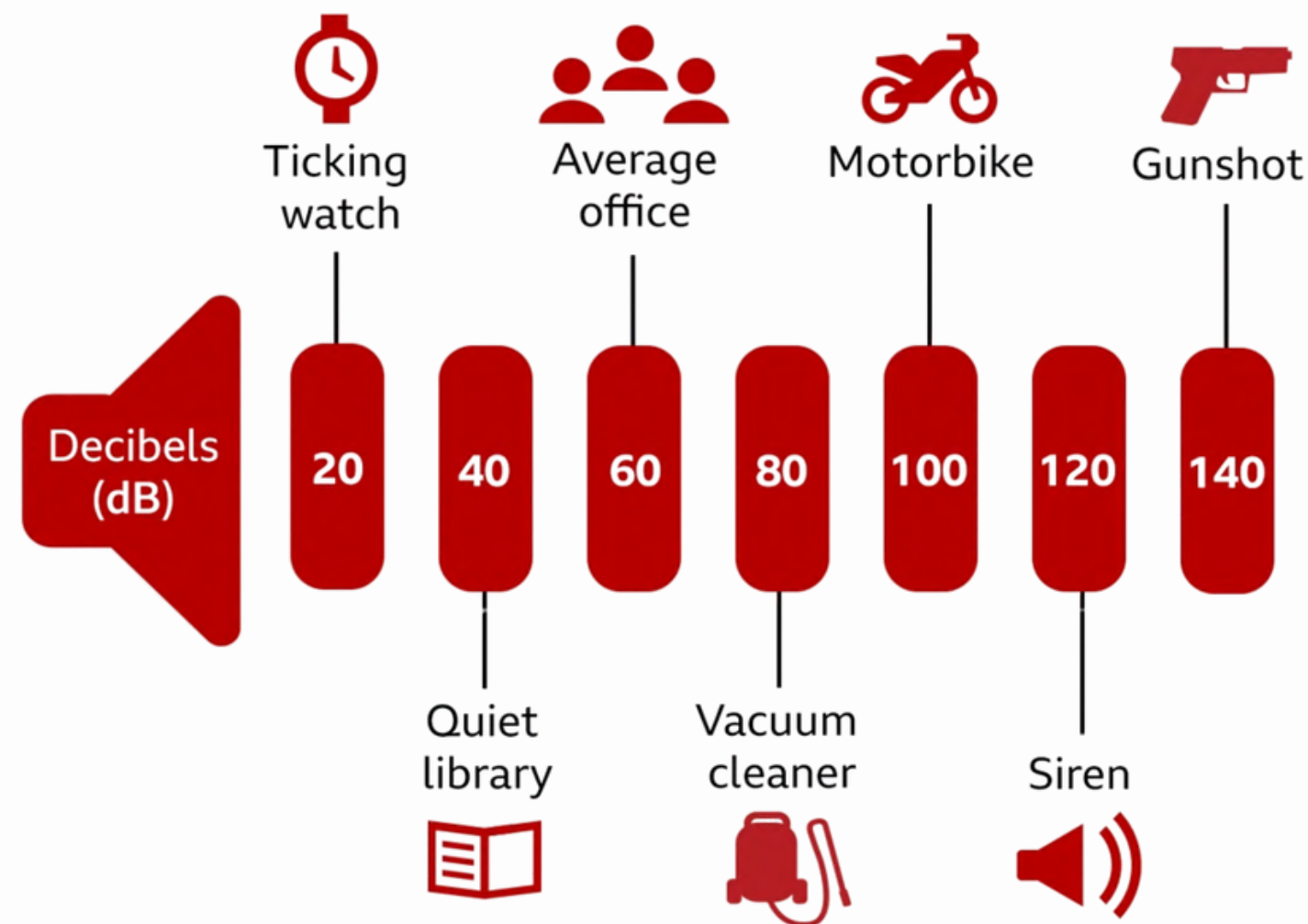
Sleep problems.

Weight gain.

Problems with memory and focus.

Why noise is impacting your health

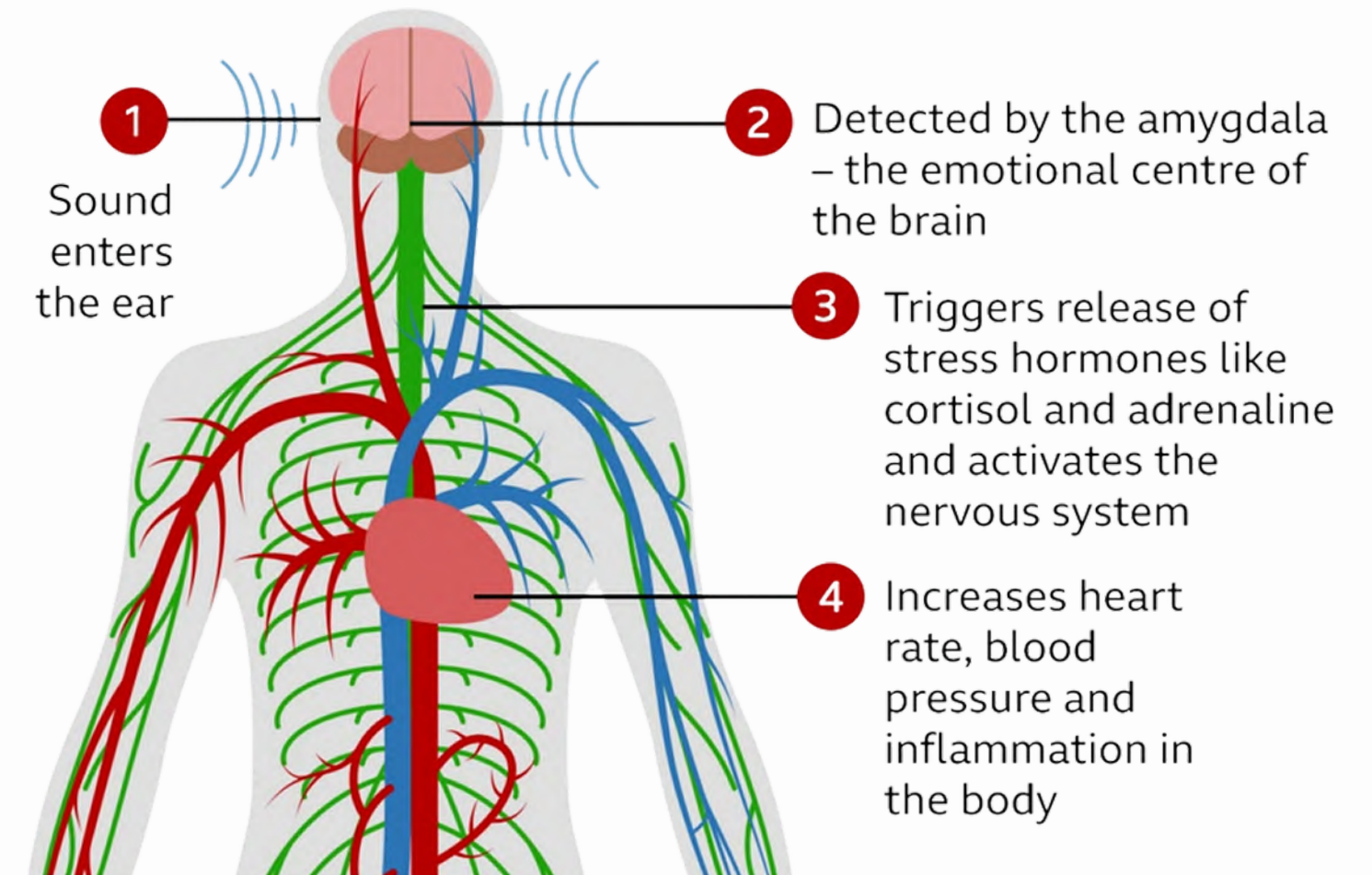
How loud are common noises?



Source: Hearing Health Foundation

BBC

How noise damages the human body



Over time the risk of heart attack, stroke and death increases

Source: Getty

BBC

Source BBC News

<https://www.bbc.co.uk/news/articles/crmjdm2m4yjo>

Why invest?

Poor mental health significantly impacts the UK workforce, with substantial **financial consequences**. In 2023, **poor mental health** in the workplace cost the UK economy **£102 billion**. This figure includes costs related to sick days, **decreased productivity**, and **employees leaving** their jobs due to mental health issues ([AXA UK home page](#)) ([PwC](#)).

For every **pound** spent on mental health support, employers see a **return of £5.30** through reduced absenteeism and turnover ([Let's Talk Talent](#)).

A recent YouGov poll shows that **66%** of UK workers see **diversity and inclusion** as **crucial** when job searching, particularly **younger talent**.

Employment tribunal award statistics published – 2022/2023

Disability Discrimination maximum awarded **£1,767,869** median award £15,634 The average **£45,435** ([MFMAC](#)).

Employing autistic individuals in the UK brings substantial financial and organisational benefits. **Doubling the employment** rate of **autistic** people could **add** up to **£1.5 billion** to the economy annually, according to research from Pro Bono Economics and Autistica ([Autistica](#)) ([Pro Bono Economics](#)).

What is it costing your Business?

According to the Chartered Institute of Personnel and Development (CIPD), the average cost of replacing an employee in the UK is around **£30,614** when considering factors like lost productivity and recruitment expenses.

Studies from UK Money suggest that the **UK** has one of the **highest employee turnover** rates in Europe. Every year, an average of **16.8%** of UK employees **leave** their jobs.

For example: if you have 2,500 employees, **420** employees leave every year – $420 \times £30,614 =$ **£12,857,880** lost per annum.

It is now considered that **1 in 5** of the population is Neurodivergent. On that basis out of the 2,500 **500** of your staff are likely to be Neurodivergent.

Stats

90%

of autistic people process sensory information differently.

Source: Brain in Hand

9 in 10 UK adults experienced high or extreme stress in the past year.

Source: Mentalhealth.org

64%

Poor sleep is contributing to stress and burnout.

Source: Mentalhealth.org

60%

of employees are experiencing anxiety

Source: Champion health

100%

of the population have senses. (shocker)

Source: Me, I said that :)

49%

Are saying their employer doesn't have a plan to spot signs of chronic stress and prevent burnout.

Source: Mentalhealth.org

The image depicts a central black silhouette of a person from the chest up, with a large white question mark positioned inside their head. Radiating from this central figure are several curved arrows, both solid and dashed, pointing towards a variety of colorful icons. These icons represent different domains of human experience: a handshake for business or agreement; a running figure with a clock for time or speed; a graduation cap and lightbulb for education and ideas; speech bubbles for communication; a smiley face for happiness; a group of people for community; a hand holding a heart for love or care; a magnifying glass over a person for investigation; scales of justice for law; a person on a swing for leisure; two figures for companionship; a person with a halo and another with devil horns for morality; a person with a broken head for mental states; a mask with a magnifying glass for identity; an eye for perception; a person sitting at a desk for work; a person meditating for spirituality; and a person with a heart symbol for passion. The background is filled with faint, repeating question marks, reinforcing the theme of uncertainty and choice.

f you create human centred designs, everyone benefits

Links to Nature



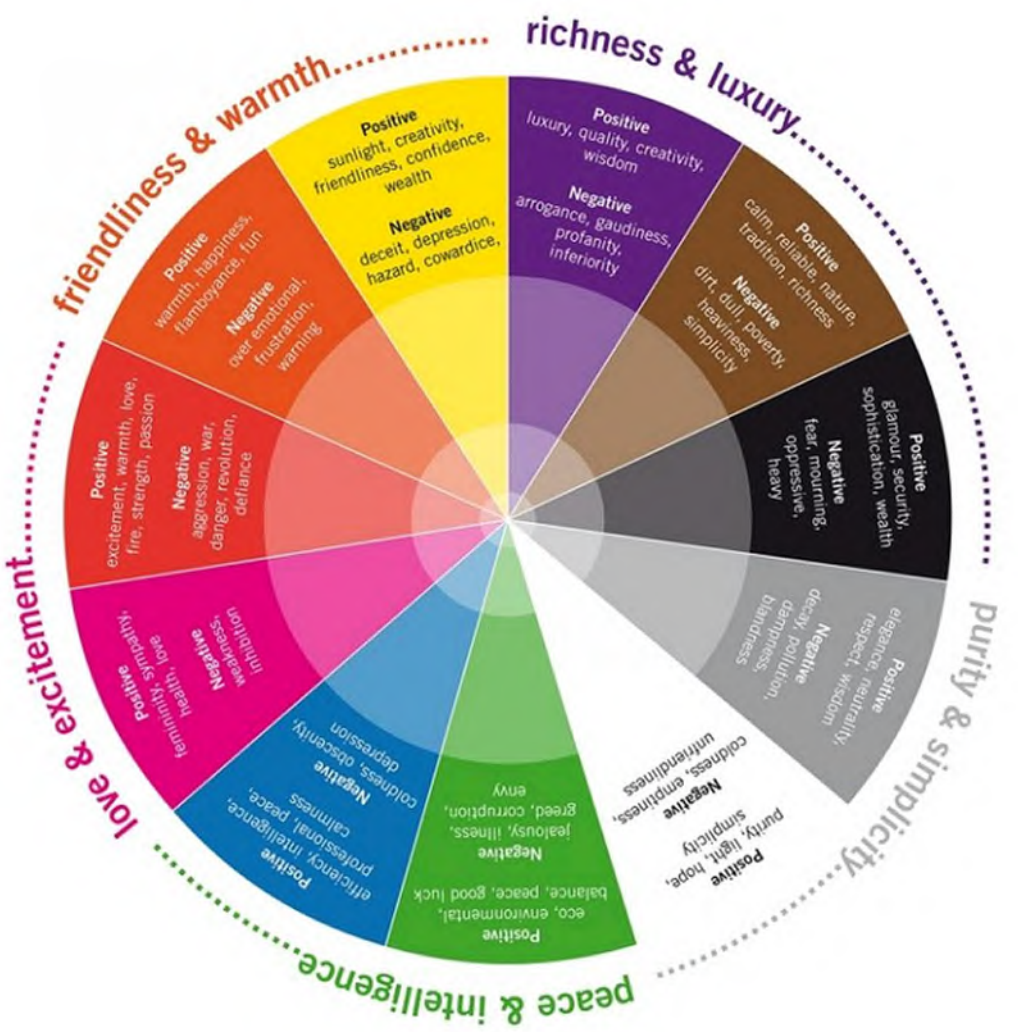
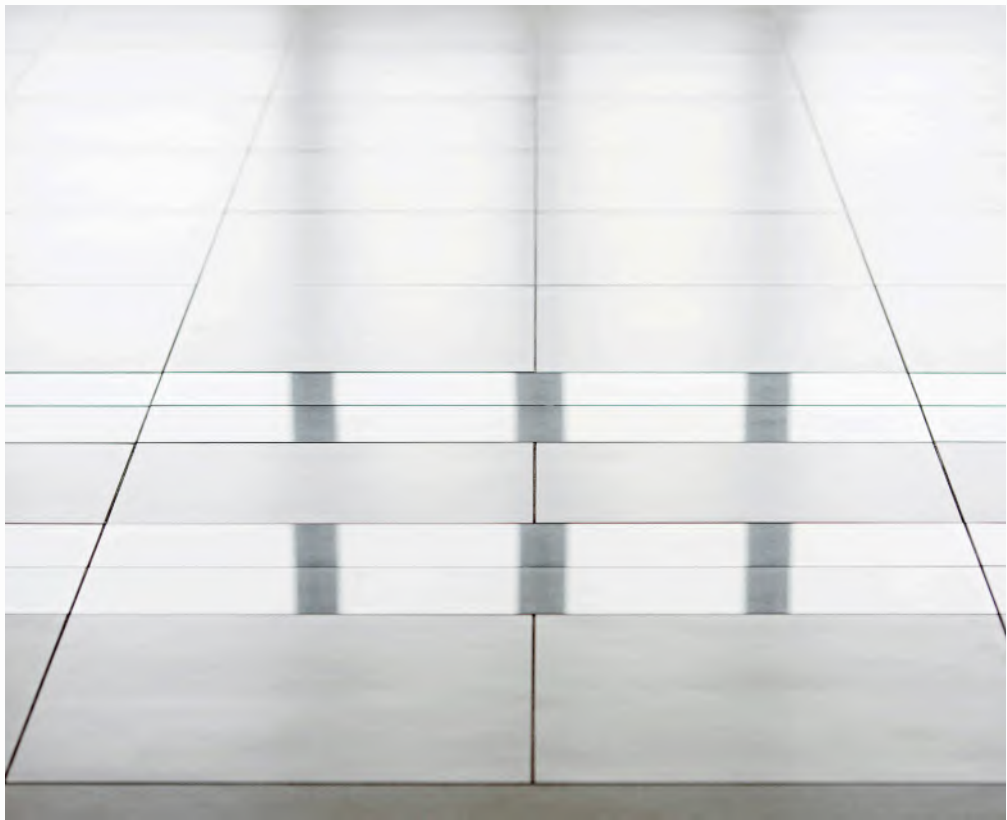
Image © Lead8



Google Dublin by Evolution



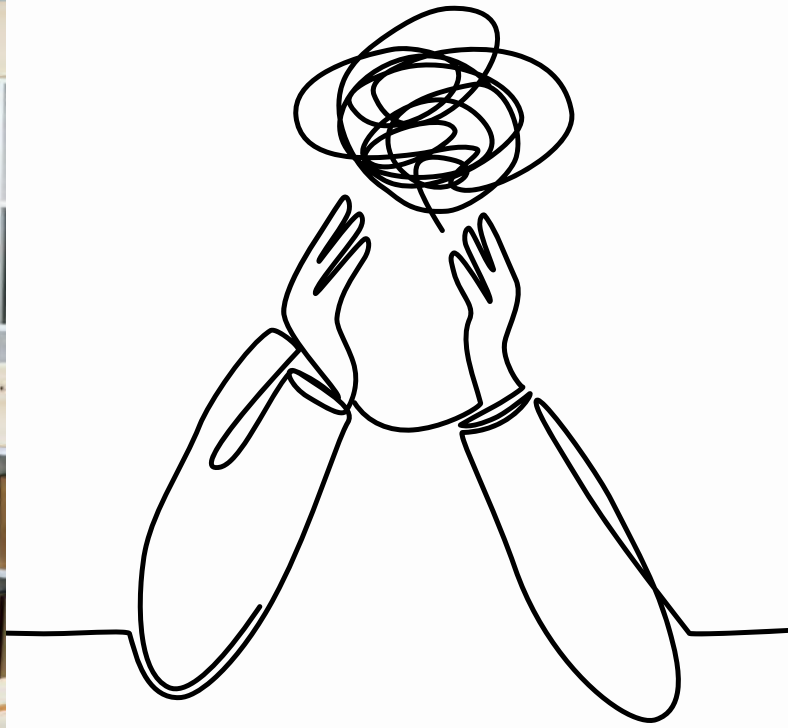
Surface, texture & colour



How do you feel when?



Someone walks behind you all the time



Someone has a teams call right next to you



You are socially excluded



Strong aromas hit your nose



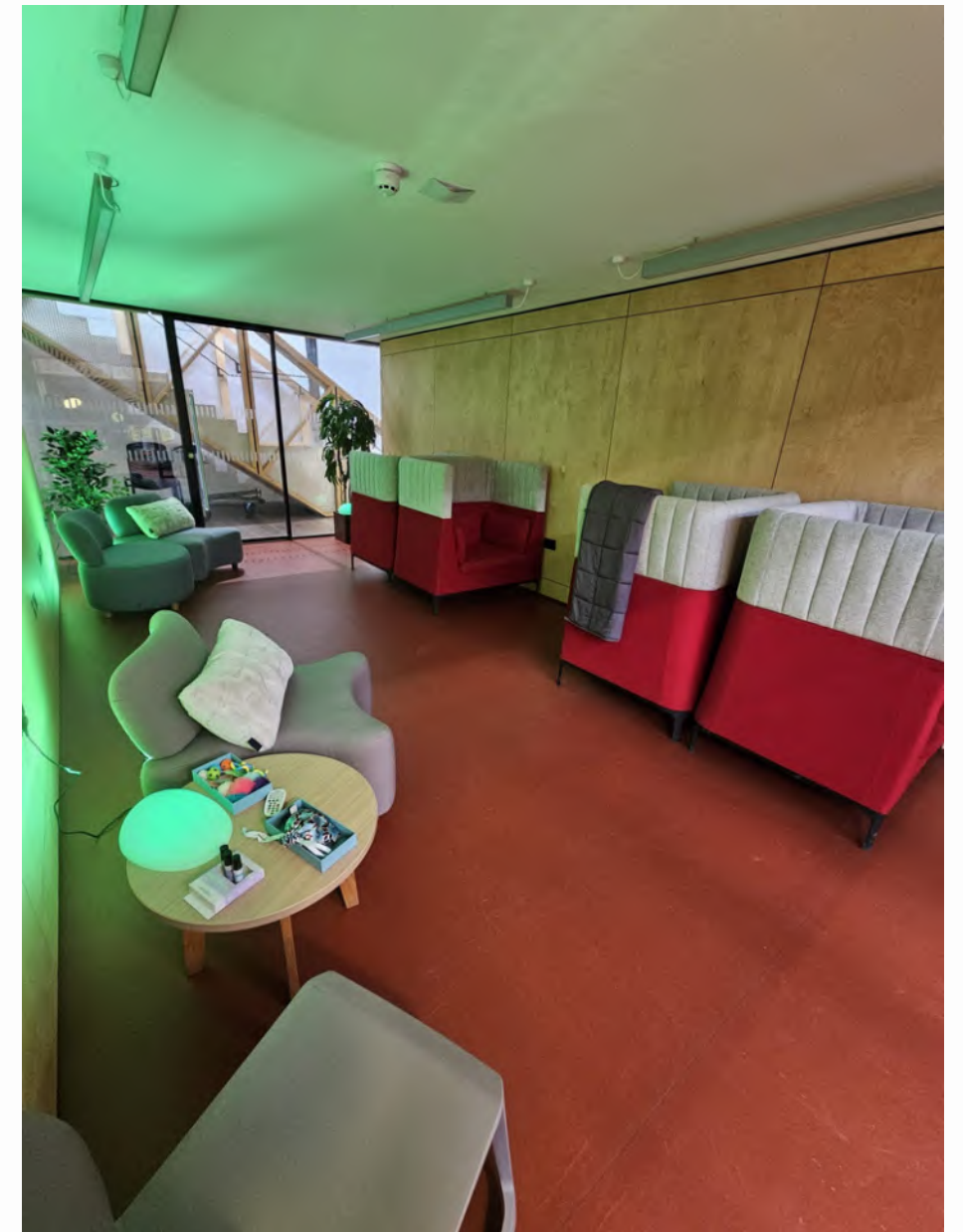
Fire alarms, public address systems and other unexpected noises



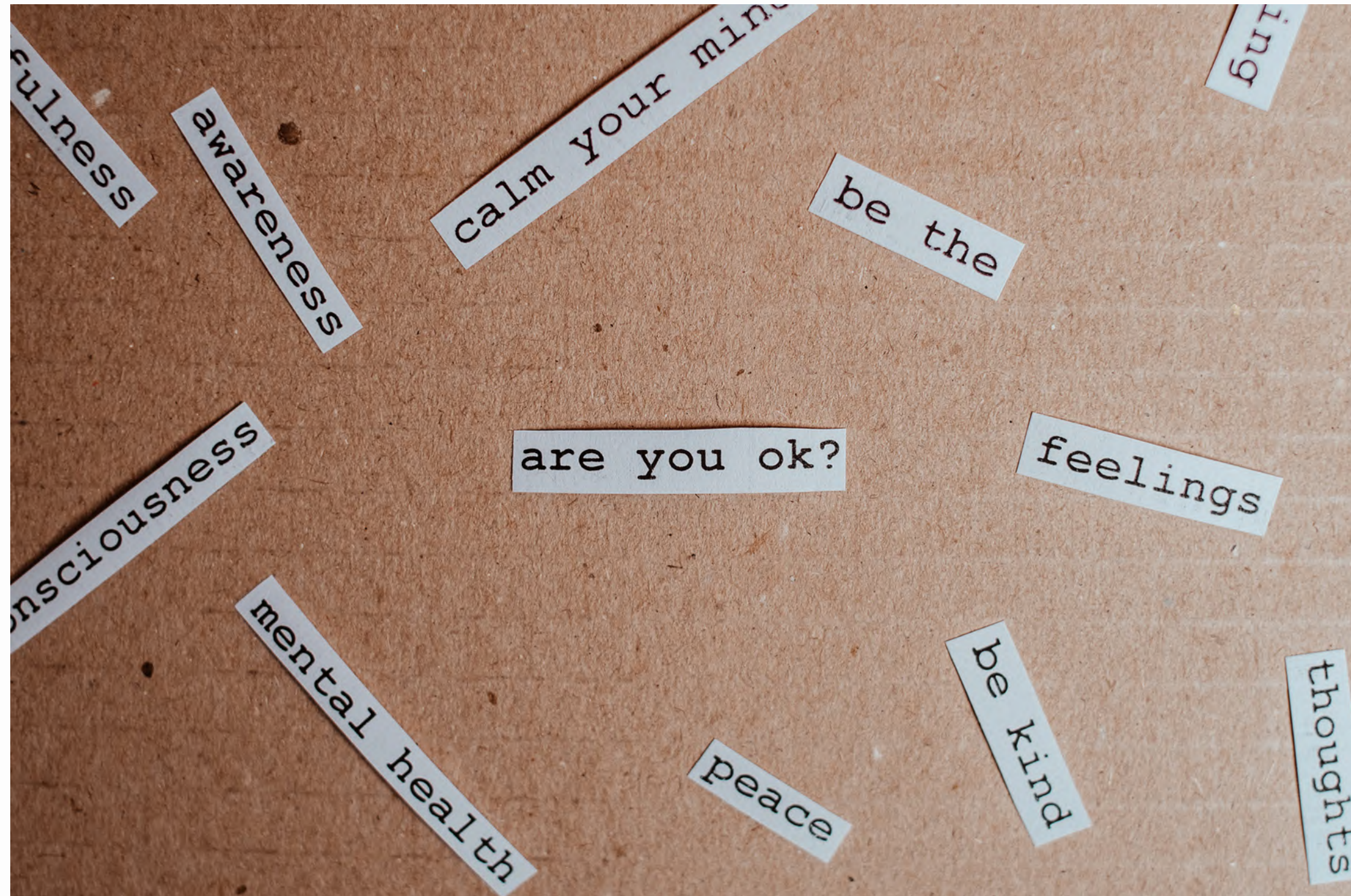
Lights dazzles you

Looking to create a more inclusive environment, but unsure where to start?

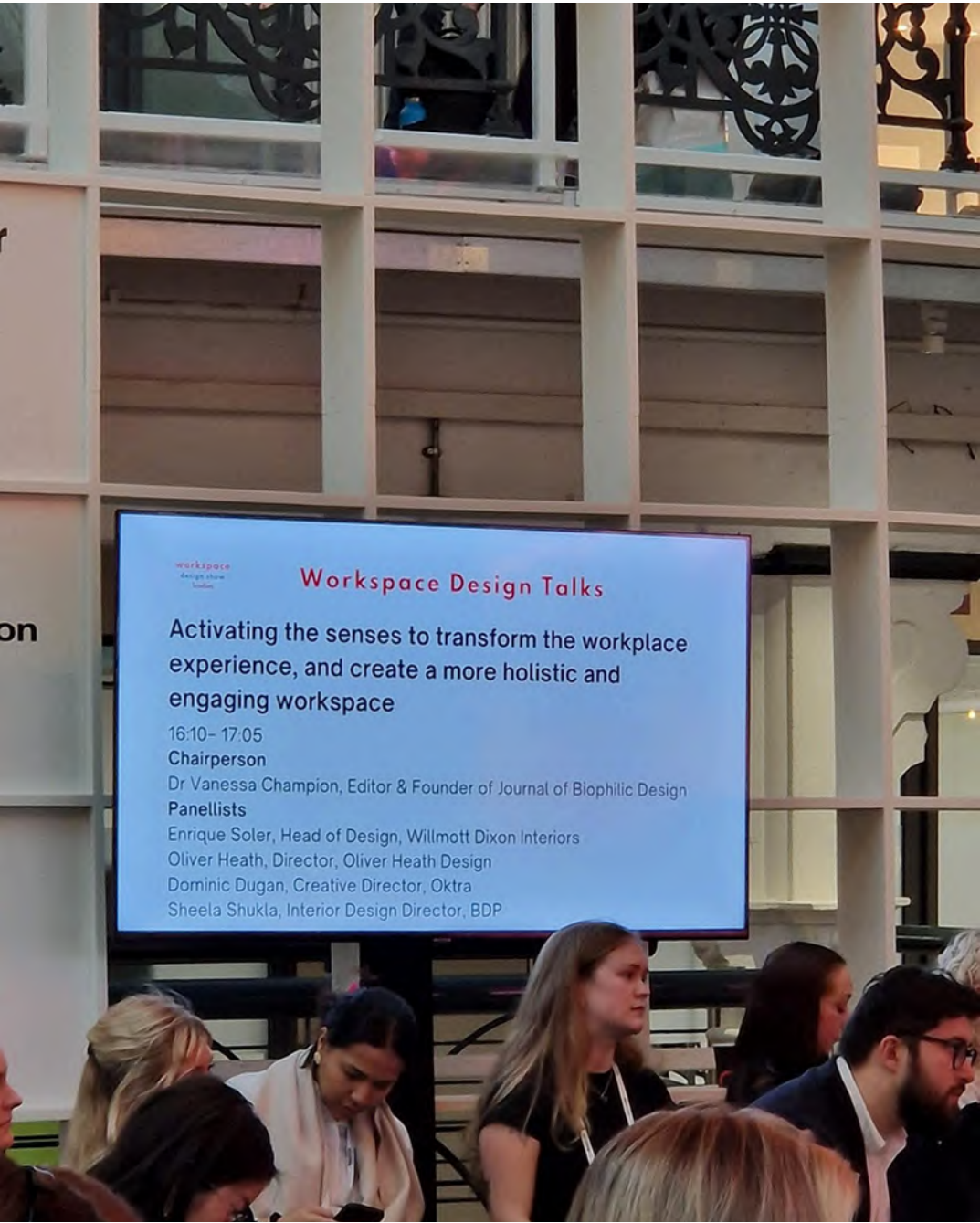
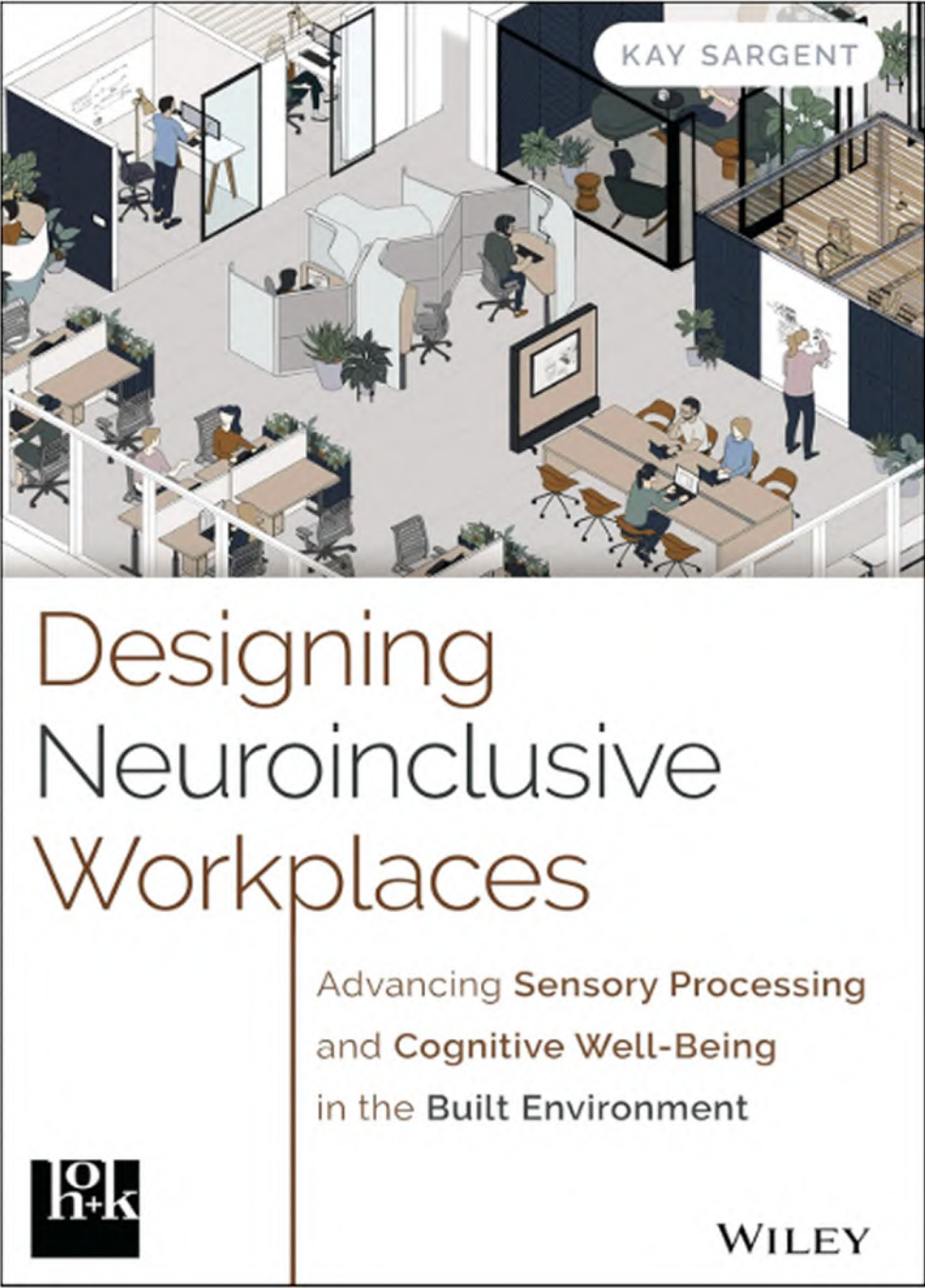
Consider offering a sensory respite space –
just 10 minutes in this kind of space can make a meaningful difference to someone's day.



More than just the environment



Change is happening




Designing for All Minds, in All Spaces



Workspace ■ Education ■ Retail ■ Events

All need a sensory respite space!

We're on a mission to create a more inclusive world, collaboration is key! Let's chat.



WELLBEING TIME TO TAKE OWNERSHIP

Presented by Bex Moorhouse

OSMOND INCLUSIVE WELLBEING SERVICES:
HOLISTIC WELLBEING - 18.03.25

MY BACKGROUND...

I've worked for some of the most exciting brands in the world.

BRANDS BUILT ON THE COLLECTIVE STRENGTH OF INDIVIDUALS OPERATING AS A TEAM

I built my wellbeing consultancy because I was fed up of seeing people being treated as a number, I wanted help people flourish at work.

I know that when people feel seen, heard and valued at work absolute magic happens.

WORK CAN BE CHALLENGING BUT IT SHOULD ALSO BE JOYFUL and as employers we have a duty to protect and care for our people!





AGENDA

Let's talk...

- Define Wellbeing
- Current state of Wellbeing in the UK
- Benefits of Wellbeing
- Who is responsible?
- Create the strategy
- Top 3 Takeaways
- Closing statements
- Q&A



04

WHAT IS WELLBEING?



SIMPLY PUT IT IS THRIVING RATHER THAN JUST
SURVIVING



In order for our organisation to be well all segments must be in a good balance.



CURRENT STATE OF WELLBEING IN THE UK

06



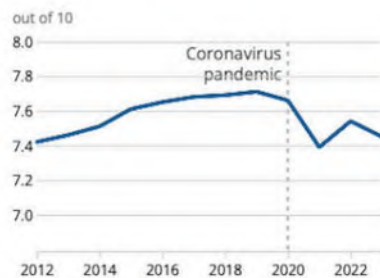
Building the Case for improving wellbeing

Decline in personal wellbeing post the pandemic.

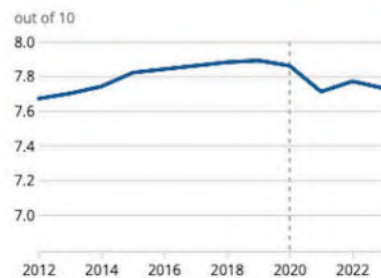
Figure 1: Personal well-being declined in the year ending March 2023, following improvements in the year ending March 2022

Average (mean) personal well-being ratings, UK, year ending March 2012 to March 2023.

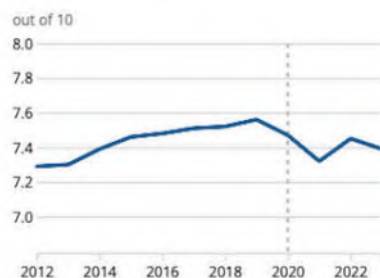
Overall, how **satisfied** are you with your life nowadays?



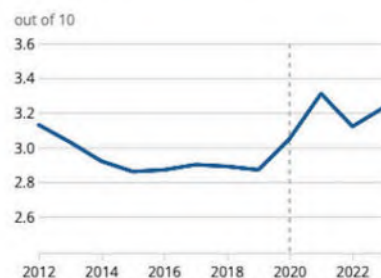
Overall, to what extent do you feel that the things you do in your life are **worthwhile**?



Overall, how **happy** did you feel yesterday?



Overall, how **anxious** did you feel yesterday?



Source: Office for National Statistics – Annual Population Survey



Suicidal thoughts

According to [Samaritans](#), understanding suicidal thoughts statistics can help us to better target action and prevent suicide.

With that in mind, here are the latest mental health statistics covering suicide and self-harm:

- 1. Over 700,000 people take their own life each year – that’s one person every 40 seconds ([World Health Organization](#))
- 2. 1 in 5 people have suicidal thoughts ([NHS Digital](#))
- 3. 1 in 14 people self-harm ([NHS Digital](#))

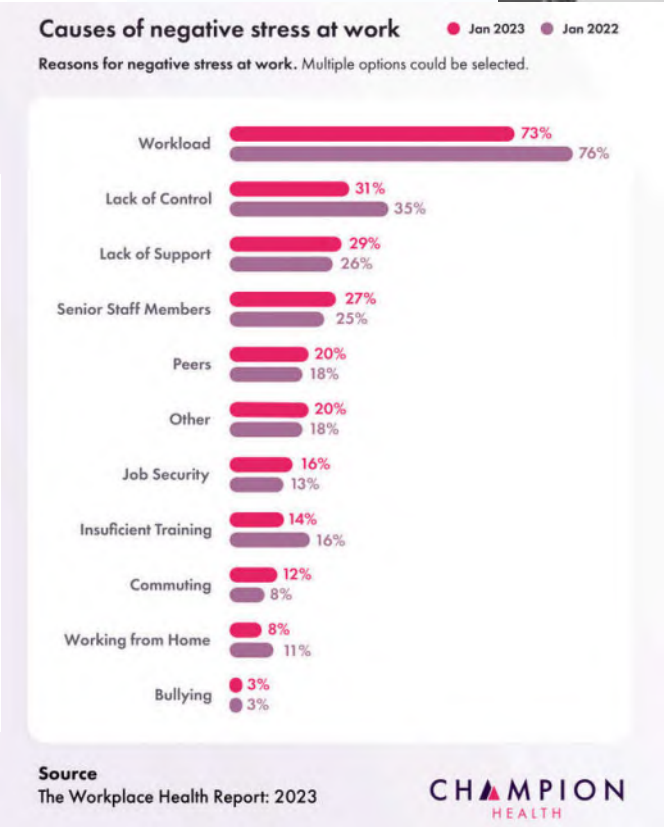
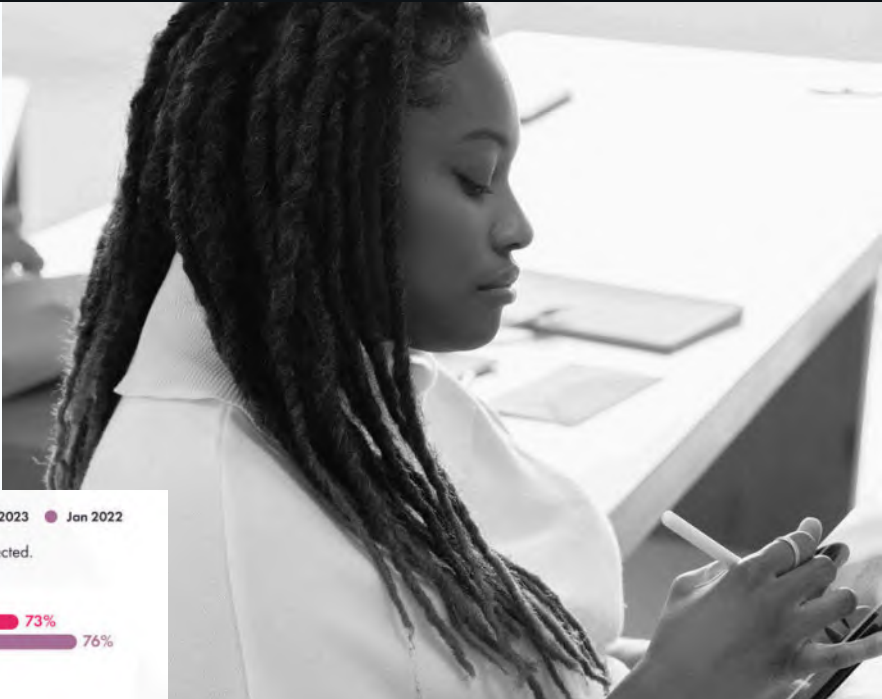
Stress

Stress is the body’s reaction to feeling threatened or under pressure and we experience it day-to-day.

Too much stress affects our mood, body and relationships. That’s why it’s crucial that we can gain a clear and data-driven view of how stress affects us.

The latest statistics show that:

- 1. The most common cause of stress is work-related stress, with 79% saying they frequently experience it ([Statistica](#))
- 2. One in 14 UK adults (7%) feel stressed every single day ([CIPHR](#))
- 3. 74% of people feel so stressed they have been overwhelmed or unable to cope ([Mental Health Foundation and YouGov](#))



Benefits of Wellbeing



ENHANCED FOCUS AND PRODUCTIVITY

ENRICHED EMOTIONAL INTELLIGENCE

IMPROVED CREATIVITY & ENERGY

BETTER DECISION MAKING & RESILIENCE

#WELLBEINGFORPERFORMANCE



*WHO OWNS
WELLBEING AT
WORK?*

*In most
organisations
there is no
ownership*



HR



LEADERSHIP



FINANCE



FACILITIES/BUILDING MANAGEMENT



Everybody, Somebody, Anybody & Nobody

- There was an important job to be done, and EVERYBODY was sure that SOMEBODY would do it.
- ANYBODY could have done it, but NOBODY did.
- SOMEBODY got angry about that because it was EVERYBODY'S job.
- EVERYBODY thought ANYBODY could do it, but NOBODY realised that EVERYBODY wouldn't do it.
- It ended up that EVERYBODY blamed SOMEBODY when NOBODY did what ANYBODY could have.

Diffusion of responsibility means nothing happens

*WHAT IS
THE CORRECT
APPROACH?*



WE BELIEVE IT IS A THREE PRONGED APPROACH



ME

INDIVIDUAL



WE

TEAM



US

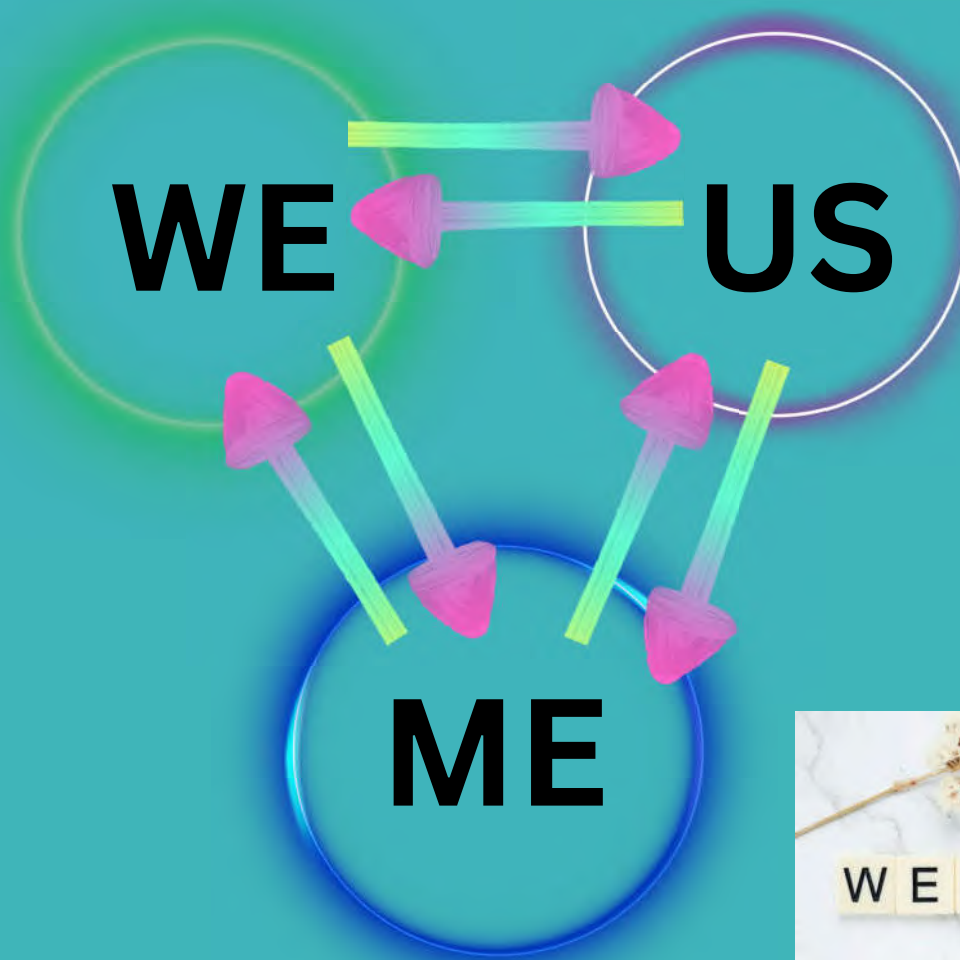
THE BUSINESS



How do they interlink?



Team:
Psychological safety
Shared Purpose & Vision



Environment, Experience & Culture



ESSENTIAL





How can we take
these 3 approaches
to create the right
conditions at work?



9 *Suggestions*

1



Self-Actualisation -
realisation of your potential, acceptance, connecting to purpose

Self-Esteem -
confidence, self worth, respect

Love & Belonging -
friendships, intimacy, connection

Safety & Security -
health, employment, family

Physiological Needs -
air, food water, shelter



2

ASK FOR HELP!
WORK-LIFE
BALANCE?



3

LOOK AFTER EACH OTHER

LEAD BY EXAMPLE -
TAKE LUNCH BREAKS

IF YOU NOTICE SOMEONE LOOKS
TIRED OR STRESSED TAKE THEM FOR A
COFFEE

IF YOU FEEL LIKE SOMEONE HASN'T
BEEN HEARD, TRY TO INFLUENCE
TEAM BEHAVIOURS TO ENSURE THEY
ARE INCLUDED

IF WORK LOAD GETS HEAVY FOR
ANOTHER TEAM MEMBER OFFER TO
HELP

SHARE INFORMATION IF IT AFFECTS
ANOTHER WORKSTREAM AND THEY
WEREN'T INVITED TO THE MEETING

THANK YOUR COLLEAGUES

we ♥



4

*WELLBEING
CHECK INS...*

we ♡



5

GET TOGETHER & CELEBRATIONS

we ♥

**Pizza parties
if working late**

**Blocking in time
for one to ones**

Baby showers etc

**Birthday / Career
achievement
celebrations**

**Grab lunch
together**

**Give back awards
- celebrate people
that go the extra
mile**

6



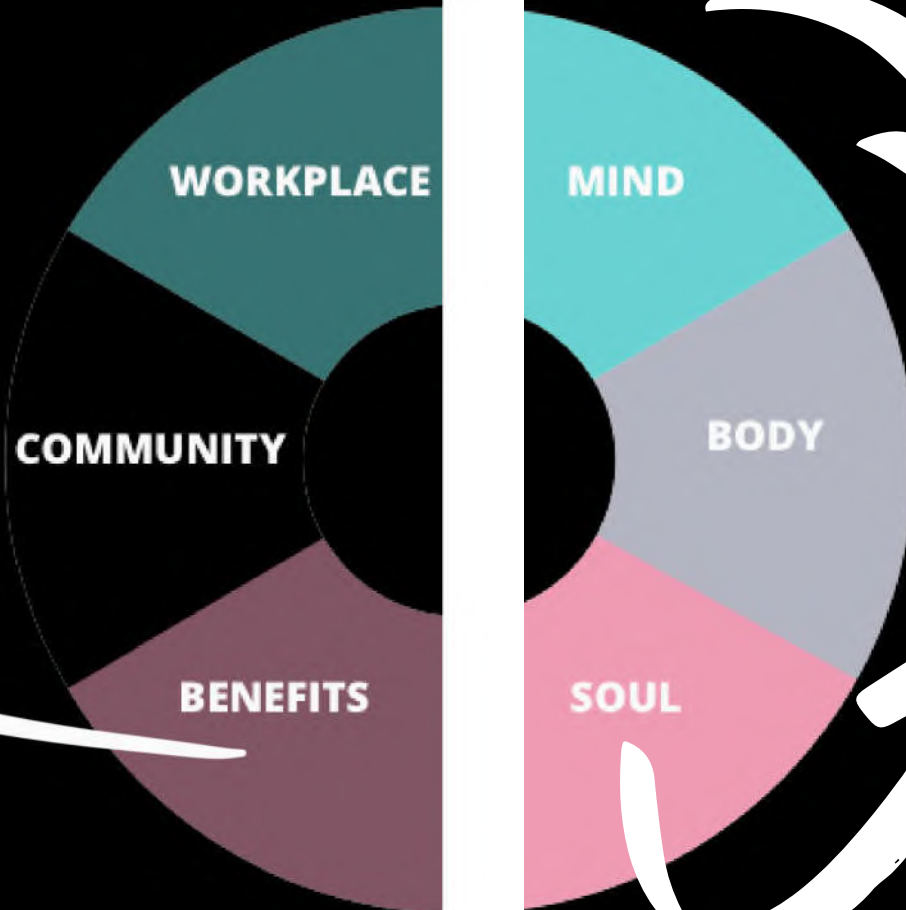
US



**Created by Invigorate Spaces 2021.*

7

COMPANY RESPONSIBILITY



we ♥

8



COMMUNICATION

*NO NEWS ISN'T
GOOD NEWS...*

**Words really matter...let every sentence pass through
three gates...**

✻ Is it true?

✻ Is it necessary?

✻ Is it kind?

9

Wellbeing

CHARTER

It's ok to...

have dodgy wifi
stand, sit or lie down for meetings
switch off your camera to have a stretch or eat an apple
have your pets, partner, housemates or children gatecrash your video conference
turn (another) video conference into a walk and a phone call instead
not check email or ping out of hours
add some gaps and pauses to your day to think and rest
put your family before your work
not know everything
be confused
say "I don't know"
ask for help
have a cry
talk about it
not talk about it
challenge things you're not comfortable with
feel like these are crazy times, because they are crazy times
have a crappy day
have a great day
share things that have helped you
smile
say you're not OK



*NO APPS,
TECHNOLOGY
OR AI
SOLUTIONS
NEEDED*



YOUR PEOPLE

**DESERVE
THE BEST**



3

TAKE
AWAYS



DEFINE OWNERSHIP

- WHO IS RESPONSIBLE FOR EACH PART OF THE STRATEGY



CREATE A WELLBEING STRATEGY

- ENSURE IT'S SIMPLE & EASY TO FOLLOW



OBTAIN BOARD SPONSORSHIP

GET A CHANGE MANAGEMENT PRACTITIONER/PLAN





Last thought...

“If you don’t make time for your wellness, you will be forced to make time for illness”

- JOYCE SUNADA





THANK

YOU



Invigorate
spaces



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www.linkedin.com/in/bexmoorhouse



www.invigoratespaces.com



[bex_invigoratespaces](https://www.instagram.com/bex_invigoratespaces)