

When we started supporting employers, ergonomics was a fairly unknown concept and we did nothing else. Today, that's changed and we know that the wellbeing demands of your organisation are far more complex. Whether it's the challenges of musculoskeletal needs, neurodiversity, sleep problems, menopause, vision or hearing impairment, what you need is an inclusive approach that provides comprehensive support for your Equity, Diversity and Inclusion (EDI) programme with a single point of contact.

Osmond Ergonomics & Wellbeing is the result of more than 12 months of research, customer conversations and market analysis to identify and provide a comprehensive range of resources which will dovetail with your own policies and procedures. It will support you in the creation and maintenance of an all-encompassing, inclusive environment where all your people can thrive.



## What does it include?



**Currently, 65% of neurodivergent employees experience a lack of understanding of neurodiversity by managers and decision makers.**

Birkbeck University of London, 2023

### Workplace Needs Assessments

Working directly with an individual, we conduct a Workplace Needs Assessment. These are designed to support those who face productivity challenges in the workplace, whether these are due to neurodiversity, disability, physical or mental health.

- It addresses the working environment, working practices, individual needs and the challenges faced.
- It can take place face-to-face or virtually.
- A full assessment report and recommendations will be provided, detailing the most appropriate mix of support, including one or more reasonable adjustments, specialist equipment, assistive technology, training, coaching and coping strategies.

Once complete, you'll know exactly what needs to be done to create the most effective working circumstances for the colleague who has been assessed.

**A sense of wellbeing produced 31% higher productivity in employees and 59% greater loyalty.**

Employee Benefits, 2020

### Team Awareness Training

As well as supporting individuals, you will want to ensure that everyone within the organisation understands these differences. Delivering this training will help you enhance organisational culture and awareness of different conditions and behaviour. This in turn helps to improve communication and understanding. With this knowledge, you will be able to support the development of an inclusive environment where everyone can succeed.

#### Our training and coaching services enable everyone to understand:

- The landscape of neurodiversity, the barriers faced and the power a neuroinclusive culture can bring
- The social and medical model of neurodiversity
- Differing traits and behaviours of neurodiversity
- Support mechanisms for differing needs
- The strengths of diversity and the capabilities neurodivergent individuals can bring
- Culture changes for managers and team members in developing a neuroinclusive workplace



## Inclusive Wellbeing Strategy

This shows you how to develop an inclusive working environment and culture where everyone within your organisation can thrive, regardless of their personal circumstances. Increasing productivity and talent retention, whilst reducing absenteeism and presenteeism are just some of the benefits.

**From discussions with your stakeholders, we will provide a bespoke programme that can include:**

- 🌀 Visual impairment and sight loss awareness training
- 🌀 Hearing impairment and hearing loss awareness training
- 🌀 Menopause awareness training
- 🌀 Menopause coaching for individuals
- 🌀 Sleep awareness training, supporting healthy sleep for everyone
- 🌀 Specialist workplace needs assessments, recommendations and support
- 🌀 Peer-to-peer coaching to support your managers

## Coaching & Co-coaching

Our Continuous Professional Development (CPD) modules will help support your business in establishing, maintaining and advancing an inclusive workplace culture.

**Studies indicate that employers who prioritise wellbeing see increases in productivity of around 10%.**

Harvard Business School 2019

**Some of the topics we cover are:**

- 🌀 How to support neurodivergent employees
- 🌀 Being neuroinclusive in the workplace
- 🌀 What does the 2010 Equality Act mean for you?
- 🌀 Homeworking & hybrid working support
- 🌀 Co-coaching individuals and their managers to improve communication and understanding







## Built Environment

Once you have been through the training and as your culture evolves, the impact of workplace design will become more important than ever. You will need to consider colour, lighting, acoustics, fittings and furniture. An inclusive approach will focus on positive contributions and help you to avoid potentially costly errors.

Unwanted noise and distraction have become important issues since Covid and properly managed acoustics can have a significant impact on productivity and worker accord. Similarly, biophilia (our innate tendency to seek subconscious connections with nature) offers a harmonious approach to bringing nature into the workplace with plants, features and natural materials.




We can conduct staff surveys regarding existing facilities, as well as pre- and post-occupancy evaluations of new or refurbished locations. Specialist user groups can inform design considerations and our psychologists and design partners can interpret the data and translate it into effective, supportive workplaces.

## Product Support

With over three decades of industry experience, we are always happy to provide expert advice, ongoing support and all the services you need as you expand EDI in your business.

As an added bonus to our assessment, training and coaching services, we also hold and can recommend an all-embracing range of software and hardware products to support the full spectrum of individual needs.

### These include:

-  User-focussed guidance and advice about our extensive product portfolio
-  User training for products supplied, ensuring they get all of the expected benefits
-  Remote software support

## Ergonomics

Our IWS is built on a bedrock of proven customer support, knowledge and experience in workplace ergonomics and Display Screen Equipment assessments. These services continue as an integrated part of how we can help, giving you instant access to a truly holistic package through a single point of contact.

Osmond Ergonomics & Wellbeing, 21 Johnson Road, Ferndown Industrial Estate, Wimborne BH21 7SE

0345 345 0898 | [ergonomics.co.uk](https://ergonomics.co.uk) | [info@ergonomics.co.uk](mailto:info@ergonomics.co.uk)

