

WELLBEING AT YORKSHIRE BUILDING SOCIETY

Public

YBS WELLBEING STRATEGY



Our wellbeing vision: YBS is a place where colleagues can thrive and, in turn, deliver business success together.

The principles underpinning our approach to wellbeing

A whole person approach
(physical, emotional, financial, social)

Open and honest two-way dialogue

Encourage colleagues to collaborate and help each other

Resources accessible inside and outside of work

Proactive rather than solely reactive

Increased resilience

Colleagues are able to build and maintain their own mental resilience to deal with normal stresses and strains, and take the opportunities change brings.

Confident and caring leaders

YBS has confident and capable leaders at all levels, who can identify issues and offer proactive support to their team members.

A healthy and happy workforce

An inclusive environment where colleagues look after their own wellbeing, so they can be physical well, emotionally balanced, financially secure and socially connected.

How will we know when we've got there? Increased engagement and productivity, lower absence and quicker return to work.

YBS APPROACH TO WELLBEING



At Yorkshire Building Society, we take a ‘whole person’ approach to health and wellbeing supporting our colleagues’ mental physical, financial and social health.

- **Mental health** - our approach is three-fold: raising awareness and providing tools to help colleagues to maintain good mental health; educating leaders to spot signs and put preventative measures in place; and providing support for struggling colleagues, such as our Employee Assistance Programme.
- **Physical health** - our HR and Health & Safety teams work together to deliver their physical wellbeing strategy by: building awareness around issues such as posture, movement, eating well and sleep; educating managers on how to support their team’s physical health; and supporting when colleagues are unwell.
- **Financial wellbeing** - our approach covers: education campaigns to build financial knowledge and awareness; making it easier for employees to access resources and products; and access to support for employees struggling financially.
- **Social wellbeing** – our approach forms part of our inclusion strategy, which is designed to foster an inclusive environment where everyone connected to the brand can contribute to the Society’s success, and build a balanced workforce that genuinely represents the best interests of our colleagues and customers.