Workplace health, wellbeing and inclusive employment

Thrive at work
Oxfordshire






Free Training Sessions

for all Oxfordshire-based workplaces*

Supporting healthier, happier and more inclusive workplaces for a strategic advantage.

*Available to all workplaces who have 3 or more employees

OXFORDSHIRE COUNTY COUNCIL

Thrive at Work Oxfordshire is a **FREE,** practical support programme designed to help local workplaces create environments where people and organisations can really thrive.

Designed for all workplaces from micro sized workplaces to large employers, the programme provides flexible, evidence-based guidance and support, helping you to achieve your Thrive at Work Oxfordshire certification.

Organisations that thrive are those that understand employee wellbeing isn't just a perk **– it's a powerful business strategy.**

★★★★★

Training sessions

Press play on success

The Thrive at Work Oxfordshire offer includes a set of pre-recorded training modules covering a broad range of themes related to workplace health, wellbeing and inclusive employment.

- Training format: Pre-recorded, webinar style sessions
- Audience: Line managers

These training modules are free to access and aim to upskill line managers by increasing their skills, confidence and knowledge so they can better support employees.

To make it easier to explore the training available, we've organised the modules into key themes. You can access all modules free of charge through Thrive at Work Oxfordshire.



Mental health and wellbeing

These training sessions will help to build line managers' confidence in recognising and responding appropriately to signs of poor mental health at an early stage. They focus on awareness and prevention, to help create an open workplace culture and give managers the tools to be proactive in their support.

People management and organisational change

These training sessions will strengthen core management skills, help line managers communicate more effectively and build trust with their employees, including during periods of uncertainty.

Inclusive and supportive workplace

These training sessions help line managers to understand and promote principles of inclusive employment and a supportive workplace culture, helping to retain a diverse workforce and support employees with additional needs to thrive at work.

Supporting sensitive wellbeing needs

These training sessions give line managers the skills to navigate sensitive and complex health and wellbeing topics, to give
them awareness of how these issues might affect their employees and give managers the tools to support them.

Workplace health promotion and awareness

These training sessions help line managers understand common health issues that may affect employees, promote prevention and early support, and build confidence in having health and wellbeing conversations.



Mental health and wellbeing

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They focus on awareness and prevention, to help create an open workplace culture and give managers the tools to be proactive in their support.

Mental health - competent level (entry level)

40 mins

Understanding mental health, factors affecting wellbeing, recognising signs of poor mental health, and having supportive conversations with effective signposting.

Mental health – proficient level (second level)

1hr

Creating psychological safety in the workplace, creating an open mental health culture at work, reducing stigma, inclusive workplace cultures, and supporting employee wellbeing.

Suicide Prevention in the workplace

40mins

An introduction into the role of workplaces in suicide prevention, why suicide prevention matters, recognising risk factors and warning signs, and creating a suicide-safer workplace.

People management and organisational change

These training sessions will strengthen core management skills, help line managers communicate more effectively and build trust with their employees, including during periods of uncertainty.

Change management

40 mins

Developing an understanding of how change can affect employee health and wellbeing, the stages of change, responding to employee emotional uncertainty and resistance and effective communication.

People management

57 mins

A manager's role and responsibilities, the key principals of people management, psychological safety and trust, the power of communication and managing employee challenges with confidence.



Inclusive and supportive workplaces

These training sessions help line managers to understand and promote principles of inclusive employment and a supportive workplace culture, helping to retain a diverse workforce and support employees with additional needs to thrive at work.

Neurodiversity in the workplace

1 hr 40 mins

Introduction to neurodiversity and neurodevelopmental conditions, benefits of neurodiversity, and creating neuroinclusive workplaces.

Inclusive employment – Competent level (entry level)

40 mins

Introduction to inclusive employment, why it matters, benefits for workplaces and employees, and practical inclusion approaches. Barriers faced by underrepresented groups, inclusive recruitment, and inclusive workplace culture.

Reasonable adjustments

59 mins

Legal duties, practical workplace adjustments, and having effective supportive conversations with employees.

Wellbeing action plans (WAPs)

34 mins

What a wellbeing action plan (WAP) is, how it benefits the employee and the workplace, how to effectively use and embed a WAP and to have supportive and sensitive wellbeing conversations with employees..

Inclusive employment – Proficient level (second level)

1hr 30 mins

Why inclusion matters in the workplace, the common myths, misconceptions and barriers to inclusion, inclusive recruitment and selection, disability in the workplace and creating an inclusive workplace culture.



Supporting sensitive wellbeing needs

These training sessions give line managers the skills to navigate sensitive and complex health and wellbeing topics, to give them awareness of how these issues might affect their employees and give managers the tools to support them.

Domestic abuse

54 mins

Introduction to domestic abuse and coercive control, the signs and symptoms in the workplace and having effective supportive conversations with employees.

Financial wellbeing

18 mins

Exploring the link between financial wellbeing and mental health, an introduction to the Money and Pensions service and its services, tools and resources to support employees.

Drugs and alcohol

1 hr 5 mins

Introduction to drugs and alcohol, how they can affect the workplace and employees' ability to perform at their best, supporting employees experiencing drug or alcohol misuse through effective conversations.



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Musculoskeletal conditions and pain in the workplace

53 mins

An overview of musculoskeletal (MSK) conditions, recognising how MSK conditions and pain affect an employee in the workplace and tips and advice to prevent or support someone with an MSK condition.

Smoking and vaping awareness

59 mins

An overview of the health effects of smoking and vaping, recognising the effect of smoking and vaping on the workplace, an overview of the legal responsibilities of an employer, tips to create a smokefree workplace.

Women's health in the workplace

55 mins

Women's health across the life course, workplace impacts, and creating supportive workplace cultures.

Active travel

23 mins

Health and wellbeing benefits of active travel, practical ways to promote it in the workplace, and how organisations can create a culture that supports more sustainable and physically active commuting.

Men's health in the workplace

1 hr and 20 mins

Male health inequalities, common health conditions affecting men, and practical approaches to engaging men in health promotion.

Promoting healthy weight in the workplace

20 mins

Understanding the link between body weight and health, associated health complications of excess weight, addressing weight stigma in the workplace and having effective supportive conversations with employees.

Thrive at work *Oxfordshire*

Sign up to
Thrive at Work Oxfordshire today



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