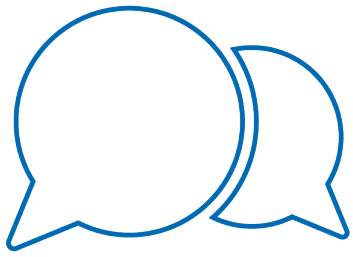
Health and Wellbeing Support

NHS
Herefordshire and Worcestershire Health and Care
NHS Trust

The Trust is committed to creating a workplace where staff feel healthy, supported and able to thrive, offering a wide range of physical and mental wellbeing initiatives, workshops, events and specialist support to proactively prevent ill health and help colleagues feel good and function well at work. Options include the following;

Optima Counselling

Optima Counselling provides confidential, professional counselling support for staff who are experiencing personal, emotional, or work related difficulties, offering short term therapy to help improve wellbeing and resilience. Staff can self refer directly by contacting Optima through the details provided on the Trust intranet's wellbeing pages.



Talking Therapies

Talking Therapies is a service that provides free, evidence based mental health support for common problems like anxiety, depression, stress and low mood. Staff are able to be expedited for support through Talking Therapies.

Staff Support Sessions

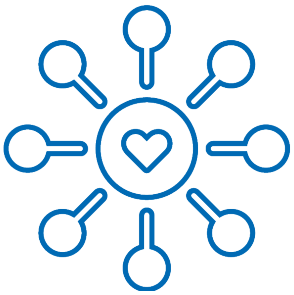
The Trust's Staff Support Sessions are open to everyone and provide a safe, informal space for colleagues to share experiences, access peer support, and learn about the wellbeing resources available. Whether you're attending for your own wellbeing or to better support someone else, these sessions offer practical guidance, emotional support, and signposting to further help. Sessions available in carer, long term health conditions, neurodiversity, menopause and staff affected by cancer.

Wellbeing Sessions

The Trust's wider wellbeing sessions give staff a chance to pause, connect and focus on their mental and emotional health. They provide supportive spaces to share experiences, access peer support, learn practical wellbeing strategies, and explore the range of help available across the organisation. These sessions are open to everyone and designed to help colleagues feel supported, informed and better equipped to look after themselves and others.



Staff Networks



The Trust has a number of active staff networks, each providing a supportive space for colleagues to connect, share experiences, and champion equality, diversity and inclusion. These include the Armed Forces Network, Carers Network, ENRICH (Equality Network for Race Inclusion and Cultural Heritage), IADA (I Am Differently Abled), Neurodiversity and the LGBT+ Network, all working together to ensure staff feel represented, supported, and empowered across the organisation

Mental Health First Aid

The Trust offers a range of Mental Health First Aid courses which equip staff to spot early signs of mental health difficulties, provide confident initial support, and guide colleagues towards appropriate professional help. Further information can be found on the intranet and courses can be booked on ESR.

Physiotherapy

Physiotherapy support offers specialist help for staff whose musculoskeletal condition is affecting them at work or has led to sickness absence, providing early assessment, advice and treatment to ease symptoms and support a safe return to full function.

People Passport



The People Passport is a confidential record that helps staff document their health condition and wellbeing needs and agree any reasonable adjustments. This is to ensure support is consistent as roles or managers change, while also promoting wellbeing by reducing stress, uncertainty, and the need to repeatedly explain personal circumstances.

Pastoral / Chaplaincy Support

Confidential, compassionate help for both staff and patients of all faiths and none, providing a listening ear, emotional and spiritual support, and guidance during times of personal or work related difficulty. The chaplaincy team is available for one to one conversations, reflection, and wellbeing support, helping colleagues feel grounded, supported, and connected.

Further details about the wellbeing offer can be found on the Trust intranet or by contacting whcnhs.staffhwb@nhs.net