

**Vision  
Support**



# **Wellbeing Strategy**

# Introduction

Vision Support is committed to creating services and an environment that supports the wellbeing of our staff, volunteers, and service users. We recognise that wellbeing is a holistic concept, encompassing physical, mental, emotional, and social dimensions.

This strategy outlines our commitment to fostering a culture that prioritises wellbeing, ensuring that everyone involved in our organisation feels valued, supported, and empowered to thrive.



# Commitments to our staff

We believe that a healthy, engaged, and motivated workforce is key to achieving our organisational goals. Our commitment to wellbeing includes:

## **Creating a Positive Work Environment**

- Fostering a culture of respect, inclusivity, and open communication where all staff feel valued and heard.
- Encouraging a healthy work-life balance by offering flexible working arrangements, regular breaks, and reasonable workloads.
- Regularly recognising and celebrating achievements and contributions.

## **Health and Wellbeing Support**

- Providing access to mental health resources, such as an Employee Assistance Programmes (EAP), and mental health first aiders.
- Supporting ongoing personal and professional development through training, career progression opportunities, and access to learning resources.

## **Inclusive Policies and Practices**

- Ensuring our policies promote equality, diversity, and inclusion.
- Maintaining a safe working environment by adhering to health and safety regulations, providing training, and conducting regular risk assessments.
- Regularly seeking feedback from staff on wellbeing issues and taking action to address concerns and improve our practices.

# Commitments to our Service Users

Our service users' are at the heart of everything we do. We are dedicated to providing services that promote wellbeing, safety, and independence. We are committed to:

## **Person-Centred Care**

- Delivering services that address the physical, emotional, and social needs of our service users, delivered with compassion and empathy.
- Jointly creating support plans and providing the information required to make informed choices.
- Tailoring our services to meet the needs and preferences of each service user.

## **Safety and Dignity**

- Upholding the highest standards of safeguarding to protect service users from harm, abuse, or neglect.
- Treating all service users with respect and dignity, ensuring their voices are heard and their rights are upheld.
- Regularly assessing the quality of our services through feedback, and implementing improvements where necessary.

## **Community Engagement and Social Inclusion**

- Promoting social inclusion by encouraging service users to engage with their communities and participate in social activities.
- Facilitating access to support networks and resources that enhance social wellbeing.
- Advocating on behalf of service users to ensure their needs and rights are represented and met within the wider community.

# Implementation and Monitoring

To ensure the effectiveness of this wellbeing strategy, we will:

- Ensure management is fully committed to and actively involved in promoting wellbeing initiatives.
- Provide training and resources to staff to help them understand and implement this strategy effectively.
- Regularly review and update our Wellbeing Strategy based on feedback, changing needs, and best practices.
- Track the impact of our wellbeing initiatives through surveys, feedback, and key performance indicators (KPIs) to measure progress and make necessary adjustments.

## Conclusion

Our organisation's commitment to wellbeing is central to our mission of supporting both our staff and service users. By prioritising wellbeing, we aim to create a thriving, supportive, and inclusive environment where everyone can flourish. We will continue to invest in the wellbeing of our staff and service users, ensuring that our organisation remains a place where everyone feels valued, respected, and empowered.

