

# Living Well Workplaces

Living Well Workplaces launched in 2025 and is the district-wide, healthy workplace programme for Bradford. Living Well Workplaces provides the tools, resources and bespoke support for Bradford-based businesses to improve their wellbeing offer to their employees.



## BACKGROUND

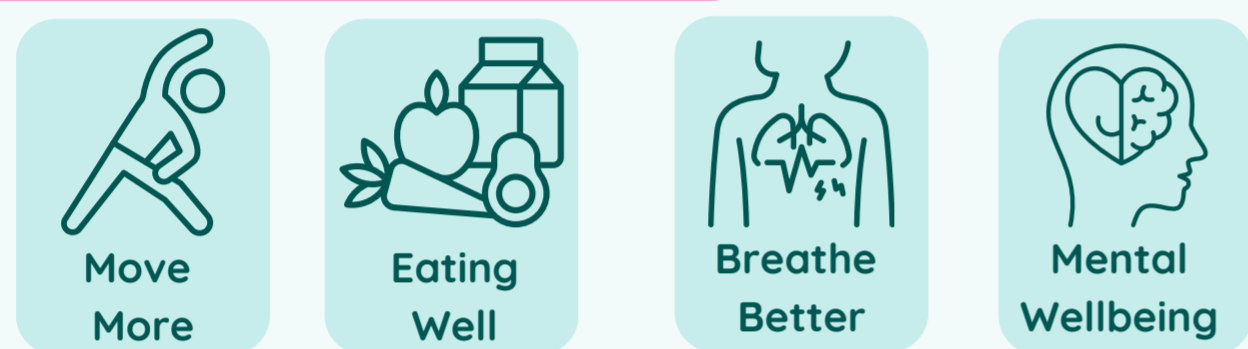
In 2025, there was a total of 148.8 million days lost to sickness or injury in the UK. This cost UK businesses £22 billion. For every £1 invested in employee wellbeing, businesses get £5 back.

The workplace is an important setting; people spend a significant portion of their lives at work. Workplaces have a responsibility in caring for their employees health and wellbeing. Caring, supportive workplaces help staff to be healthier and happier, with evidence that healthier teams can be more productive at work and have fewer sick days.

Living Well Workplaces supports employers to reduce barriers between health and work by signposting to health promotion resources, training and opportunities to access funding to improve wellbeing within the workplace.

## PROGRAMME DESIGN

Workplace health themes:



The Living Well Workplace programme consists of:

- A Living Well Workplace Lead to support employers.
- An employee health and wellbeing survey to identify gaps in provision.
- Evidence-based signposting and resources based around the 4 key workplace health themes.
- A potential grant funding process to support employers to develop health and wellbeing projects in their workplaces.
- Referrals to free training programmes for staff

## PROGRESS SO FAR

- 12 Workplaces engaged with programme and actively making changes to workplace wellbeing support as part of the initial pilot programme.
- 1631 Employees of Bradford reached in the first year
- 21 Mental Health First Aiders trained up free of charge through the Living Well Academy programme
- 3 Lunchtime walking clubs established
- 1 Workplace committed to building its own gym following conversations with the Workplace Lead

## CASE STUDY

### Applelec Group

Number of employees: 60

Location: BD4

Enrolment with LWW: January 2026

Review Stage: 3 month review

- A substantial percentage of employees at Applelec are smokers, senior leaders would like further support on smoking cessation and Co2 monitoring.
- Applelec is in the process of building their own gym. Would welcome support from Goodgym to help move equipment in the future.

- Wellbeing event to be developed in the future



- LW Lead signposted to Eating Well resources

- Mental Health First Aid training delivered
- Signposted to Living Well Mental Health
- Employees signposted to Cost of Living Bradford Resource
- Employer developed Mental Wellbeing Policy
- Menopause Awareness Training and Plan

- Developed a lunchtime walking club
- Established walking meetings



## NEXT STEPS

Following a Focus Group with workplaces in Bradford, over the next 12 months, Living Well Workplaces will:

- Develop an online portal where employers can access survey results, receive signposting and upload documents.
- Explore the development of a chartermark or accreditation
- Explore funding a series of workplace grants to support the development of individual workplace projects to enhance employee health and wellbeing

## CONCLUSION

The Living Well Workplace programme plays the vital role employers play in supporting staff health and wellbeing. Early findings from the Bradford pilot show strong engagement, with workplaces implementing practical changes such as wellbeing policies, training, and physical activity initiatives. By combining tailored support, evidence-based resources, and workforce insight, the programme is helping organisations reduce barriers to health and embed a culture of wellbeing.

Continued delivery and evaluation will be key to sustaining and scaling its impact.

