

**Workplace health, wellbeing
and inclusive employment**

Thrive^{*} at work — *Oxfordshire* —



How it all works

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



**OXFORDSHIRE
COUNTY COUNCIL**

How it works

When you join the Thrive at Work Oxfordshire programme, you gain access to:

1 The Thrive at Work Oxfordshire framework

The framework sets out structured, evidence-informed requirements, designed to guide you step-by-step in creating a healthier, happier and more inclusive working environment. It gives a clear sense of what good looks like and how you can get there.

The framework is organised around four key pillars, which together cover the essential components of a healthy, inclusive and high-performing workplace.

Leadership and culture

building positive, open and supportive workplace cultures

Health promotion

encouraging healthier everyday choices and proactive wellbeing

Policies and procedures

strengthening and embedding good practice, consistent across the whole of your organisation

Training and development

equipping people managers with the knowledge, skills, and confidence they need

All requirements within these pillars are scaled and tailored, ensuring they are relevant to different sectors and achievable for organisations of all sizes.



The Thrive at Work Oxfordshire framework has two levels, designed to help every organisation progress at a pace that's right for them.

Level one – competent

All workplaces begin at the competent level, which is self-assessed and focuses on building strong, practical foundations across the four pillars. Once achieved, you can choose to renew your competent certificate each year or advance to the proficient level.

Level two – proficient

Proficient status needs formal evidence and is independently assessed by our workplace wellbeing specialists, recognising organisations that have embedded robust, measurable wellbeing and inclusion practices.





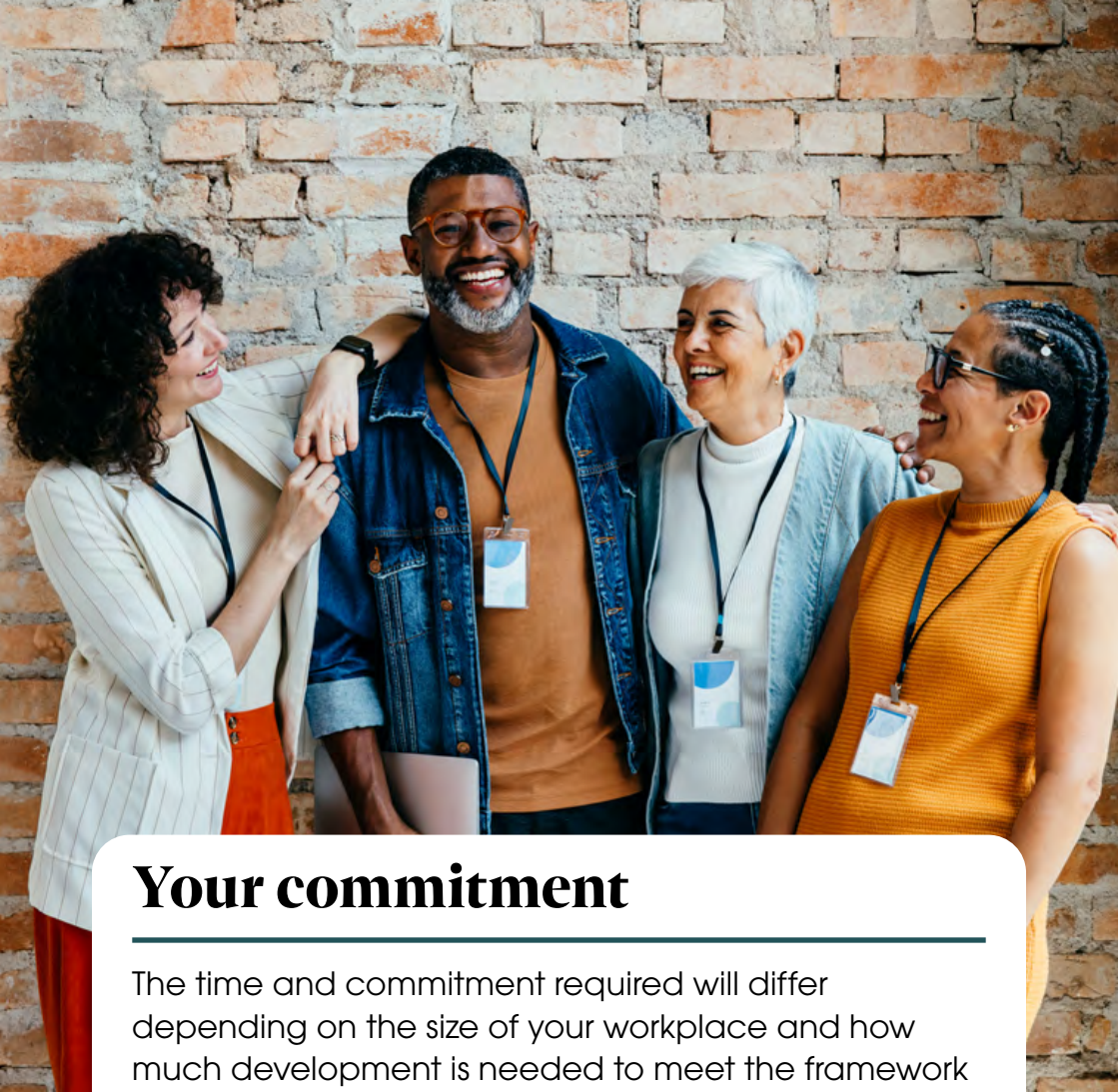
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The Thrive at Work Oxfordshire support package

Alongside the framework, Thrive at Work Oxfordshire provides a comprehensive support package, providing you with everything you need to meet the requirements.

- ⦿ Guidance documents, templates and resources.
- ⦿ Topic-based webinars.
- ⦿ A comprehensive, anonymous employee health, wellbeing and inclusive employment survey, with follow up report to guide decision-making and targeted actions.
- ⦿ Tailored support, advice and specialist guidance direct from workplace wellbeing specialists.
- ⦿ A dedicated digital platform enabling easy navigation and tracking.

All free of charge



Your commitment

The time and commitment required will differ depending on the size of your workplace and how much development is needed to meet the framework standards. Some organisations may move quickly through the steps, while others may need more time to build foundations.

Whatever your starting point, the programme is completely cost free and designed to be flexible and supportive – helping you progress at a pace that works for you.

Your Thrive at Work Oxfordshire journey

Step 1 Sign up to show your interest on the Thrive at Work Oxfordshire information hub

Receive updates, tools and information to help you begin improving health, wellbeing and inclusivity.

Step 2 Register on the Thrive at Work Oxfordshire web platform

Create your secure workplace account and access all programme resources.

Step 3 Chat with one of our workplace wellbeing experts

To discuss your goals, timeline and the support you need.

Step 4 Run your anonymous employee health, wellbeing and inclusive employment survey and complete your baseline metrics

To identify your priorities for action and measure improvement over time.

Step 5 Follow your tailored pathway

Use step-by-step guidance, templates and training resources designed for your workplace size to meet the requirements of the framework.

Step 6 Track your progress

Use your personal dashboard to record actions, monitor manager training and view your progress.

Step 7 Earn your competent certificate

Submit your completed actions to achieve certification, valid for one year.

Step 8 Renew and grow

Repeat the annual survey and metrics for up to four years to maintain certification – or progress to the proficient level for formal, evidence-based accreditation.

Why invest time in workplace wellbeing?

Focusing on staff health, wellbeing and inclusion has proven benefits for both people and organisations. Participating workplaces often experience:

1.

Higher staff retention and satisfaction

2.

Increased morale, loyalty and productivity

3.

Reduced stress, sickness absence and accidents

4.

Lower recruitment and onboarding costs

5.

Enhanced innovation and reputation

Evidence shows that for every £1 invested, organisations typically gain a £4–£5 return through improved wellbeing outcomes.



Is it right for you?

Any Oxfordshire-based workplace with three or more employees can access the programme – from micro-businesses and charities to large public sector organisations and private companies.

Whatever your starting point, Thrive at Work Oxfordshire is designed to be simple, supportive and flexible, helping you embed meaningful, lasting improvements.



★ Thrive at work — *Oxfordshire* —

launches in September 2026
Register your interest today!



oxfordshire.gov.uk/thriveatwork
thriveatworkoxfordshire@oxfordshire.gov.uk



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