



Wellbeing Works: Supporting Devon to Thrive

Final Report

April 2023

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Contents

1.	Foreword	4
2.	Summary.....	5
3.	Introduction.....	7
4.	Programme Activities and Outcomes	8
4.1	Why Wellbeing and Resilience?	8
4.2	Project Activities	8
4.3	Wellbeing Check-ins	11
4.4	Participant Profile	11
4.5	Impact and Outcomes	14
4.6	Participant Feedback	15
4.7	Learning for the Future	16
4.8	Accessing the Service.....	17
4.9	Recommendations.....	18
5.	Conclusion.....	19
6.	Final words from the project manager	20
Appendix A: Participants Case Studies		21
Appendix B: Event Case Study.....		23
B.1	South Pool Village Hall.....	23
Appendix C: Business Case Study		24
C.1	Coreus and Exeter University, Exeter	24
C.2	The Generator Hub, Exeter	25
C.3	The Tribe, Totnes.....	26

Appendix D: Guest Speaker Case Studies.....	27
Appendix E: Wellbeing Works article.....	28
Appendix F: Wellbeing Works Resources	29
F.1 Wellbeing Inspiration	29
F.2 Wellbeing Action Plan	30
Appendix G: Marketing and Social Media.....	32
G.1 DCT Website;	32
G.2 Email marketing	33
G.3 Eventbrite.....	33
G.4 YouTube	33
G.5 Social Media	35



1. Foreword

“Two of our key strategic aims as a charity are to improve community health and wellbeing and to support Devon’s rural economy, local entrepreneurs and businesses to develop and thrive. This programme has successfully contributed towards both of these strategic aims and we are very proud of the impact we have been able to achieve.”



Nora Corkery, CEO of Devon Communities Together

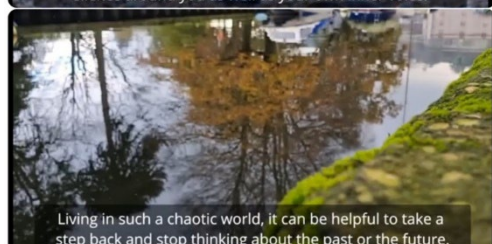
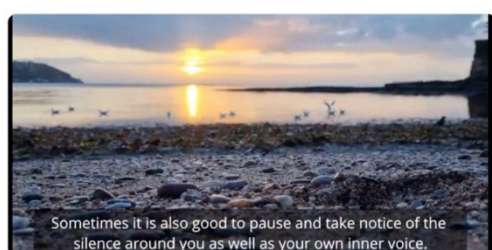


2. Summary

Wellbeing Works was funded by Devon County Council and delivered by Devon Communities Together between February 2022 and March 2023. Wellbeing Works was an opportunity for Devon based businesses, employees and individuals to benefit from the tools, techniques and inspiration they need to prioritise and develop their wellbeing and resilience during the pandemic recovery period. The key objectives of the programme were:

- 184 SME's supported via either workshops or 1:1 telephone support
- 320 individuals (who are either in work or not in work) supported via workshops or 1:1 telephone support.

“Wellbeing is one of most important aspects of our lives, as individuals and as societies.”¹ NHS backed research on the 5 Ways to Wellbeing² was a key concept for this project and in order to reach a wider audience online we created a series of inclusive YouTube videos focusing on the 5 Ways to Wellbeing; Connect, Take notice, Be active, Keep learning and Give. Images below provide an indication of the videos, the full playlist can be found via the QR code or the following link; [Wellbeing Works - 5 Ways to Wellbeing](#)



¹ [Bp30zqo5xG \(dpt.nhs.uk\)](#) Five ways to wellbeing project report by Devon Partnership NHS Trust

² [Downloads and publications for Five ways to wellbeing | DPT](#)

To complement the YouTube series and to ensure that wellbeing is accessible for everyone we also put together;

A [wellbeing reading list](#):



A [wellbeing playlist](#):



The programme has had a positive impact on people and communities by encouraging and improving the wellbeing of individuals, both within and outside of the workplace. The method of delivery was via workshops, either online or in person. Beneficiaries have accessed 1-2-1 wellbeing check-in sessions delivered by trained volunteers and / or attended a range of face to face and online workshops facilitated by wellbeing experts. In total the Wellbeing Works project has achieved and supported the following;



3. Introduction

A business support pilot “Listening Ear” was commissioned in December 2020 by Devon County Council, as part of the Team Devon COVID 19 economy and business recovery plan. Devon Communities Together delivered the pilot between December 2020 and March 2021. The pilot project provided employees with the opportunity to access one-to-one support by chatting, informally, to an experienced coach volunteers about whatever was making them feel stressed in relation to how COVID 19 had impacted them. The programme also hosted two webinar events.

Wellbeing Works is a second workstream, also funded by Devon County Council and delivered by Devon Communities Together.

The programme offered workplace support as well as expanding its reach to provide support to individuals currently in employment, seeking employment or entering into the job market.

The project also produced a range of resources and delivered a series of workshops between February 2022 and March 2023, providing coaching on how to stay resilient in the context of the impact of COVID 19 by incorporating the five ways to wellbeing shown below:



- **Connect** – Good relationships are good for your mental wellbeing, they can help you build a sense of belonging and self-worth, give you an opportunity to share positive experiences, provide emotional support and allow others to be supported.
- **Be Active** – Being active raises your self-esteem, helps you to set and achieve challenges and goals, creates a chemical change in your brain which can help to positively change an individual.
- **Take Notice** – Paying attention to the present can improve wellbeing. This includes your thoughts and feelings and is often referred to as mindfulness.
- **Learn new skills** - research shows this helps boost confidence and self-esteem and helps you connect with others.
- **Give** - a simple act of kindness, giving something to someone creates positive feelings and helps people to connect with others.

4. Programme Activities and Outcomes

4.1 Why Wellbeing and Resilience?

Wellbeing and resilience are still at the heart of Devon's ability to survive, recover and thrive. If we look after ourselves and our teams we can all reap the personal and professional benefits. In other words, we don't have to live reactively to what happens in our lives as, through the ways of mindfulness and wellbeing, we can play an active role in shaping ourselves and the world around us.

Together, by prioritising wellbeing, we can thrive.

4.2 Project Activities

The Wellbeing Works project team designed and delivered a range of workshops between 1st of April 2022 and 31st of March 2023, hosted 76 workshops in total. The workshops aimed to support participants to prioritise their wellbeing in a number of ways, by:

- feeling motivated and equipped to boost their wellbeing by tapping into the inspiration and experience of a range of wellbeing speakers sharing tools, techniques and motivation.
- exploring key areas of workplace wellbeing from stress and resilience to relationships and energy, so they can navigate work and life with renewed wellbeing.
- discussing the wellbeing challenges of specific sectors (e.g. hospitality and tourism, retail, construction and wellbeing). Hear from inspiring speakers from within the sector and engage in discussions around how challenges can be addressed whilst maintaining their wellbeing.

Type of sessions

76 Total
(45 online 31 in person)

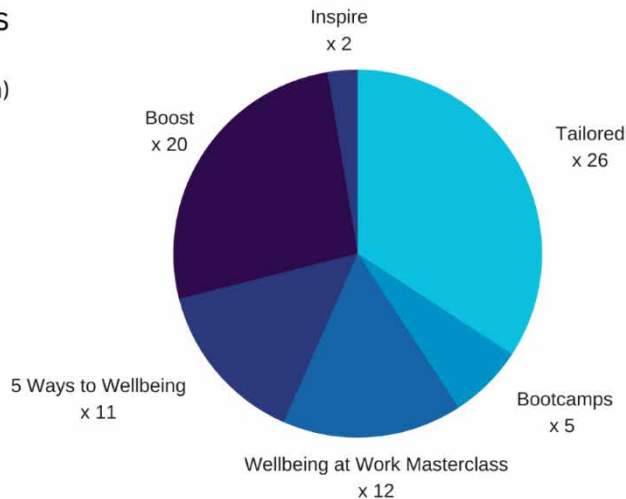


Figure 1: Workshops held from April 2022 to March 2023.

The range of workshops offered included:

- **Boost Workshops** which aimed to provide participants with the experience, tools, techniques and inspiration in order to boost their wellbeing by an external speaker.
- **Wellbeing at Work Masterclass** which were monthly workshops which aimed to explore their wellbeing at work including discussions around how to nurture their state of mind, how to manage energy levels and how to build a laser like focus.
- **5 Ways to Wellbeing Workshops** which were monthly workshops which aimed to enable participants to access clear, simple steps and to produce a plan they can walk away with around the 5 Ways to Wellbeing.
- **Inspire Workshops** which aimed to bring together specialists from specific sectors to discuss wellbeing within their industry.
- **Tailored Workshops** for organisations based on their specific needs. These have included exploring what wellbeing and mindfulness are, as well as, for example, introducing attendees to guided meditation and mindful listening techniques.

Quotes from participants showcase that the workshops have had a positive benefit;

“Chance to take the time out to consider my wellbeing - a bit of recovery time!”

“That the session was interactive and we shared our points of view which provided me with new learnings and thoughts.”

“It reminded me of useful tips I could incorporate into my life.”

“It was great to take some time out to look at wellbeing. I found the whole concept of flow interesting but would have liked to learn about other approaches too. I can however understand why it was used in this presentation. The tutor was lovely and relaxing to listen to which was an added bonus.”

“How inspirational Lauren was and the fact that she gave us lots of tools to improve our routines. It really made me reflect on my own routines and how to change them to the better.”

“Great eye opener and great at reminding about how to improve / change parts of work life and wellbeing.”

“Vicki allowed people the time and space for their own insights and her summing up was lovely.”

“I was struggling today and it helped me calm down and give myself time.”



“It was amazing to take the opportunity to think about the present moment and was inspiring listening to others.”

- Workshop participant



4.3 Wellbeing Check-ins

The Wellbeing check-in sessions were a way for clients to take time out of their day to prioritise their wellbeing with one of our trained team to;

- take stock of their wellbeing and share their challenges
- feel inspired to take positive steps towards greater wellbeing
- be signposted to resources and support for their wellbeing journey

The project offered each individual up to 3 wellbeing check-ins and to date 35 unique individuals have taken the opportunity to talk to one of our volunteers. A sample of quotes from clients that show the value and benefit of the wellbeing check-ins;

“Really enjoyed and feel a lot more clarity.”

“I felt truly listened to and appreciated having support in planning for the future”

“It was nice to speak to someone impartial and she found it really helpful.”

“Great session! The client likes the listening angle.”

4.4 Participant Profile

There have been 488 unique participants who took part in our workshops and 35 individuals who have taken up the offer of our 1-2-1 wellbeing check-ins.



- Out of all attendees 73.3% were females and 26.1% were male.
- The participants ages were; 45-54 (29.8%), 35-44 (21.1%) and 25-34 (19.6%).

Gender of Participants

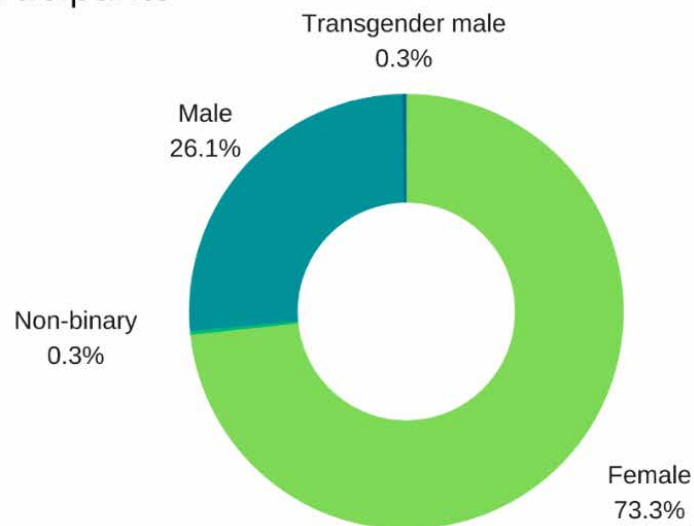


Figure 2: Gender of Participants.

Age of Participants

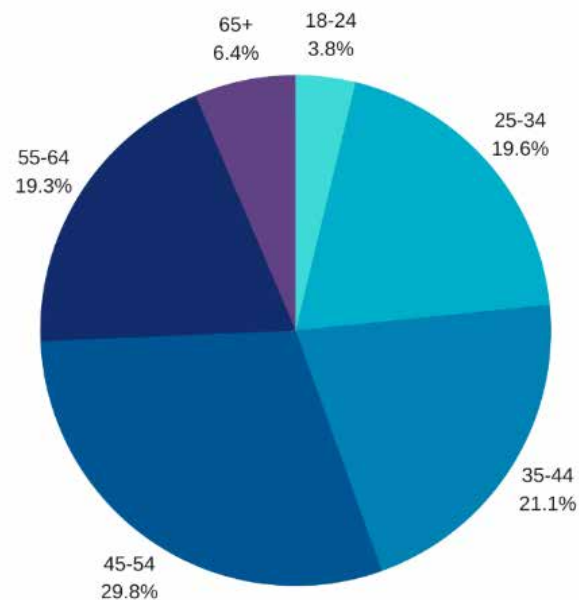


Figure 3: Age of Participants.

- 42.8% were SME employed and 65.7% of the attendees mainly live or work in Exeter (22.2%), Teignbridge (21.3%) and East Devon (22.2%). The

reason was that many businesses who had a tailored workshop had their office in either Exeter, Teignbridge or East Devon.

Employment Status of Participants

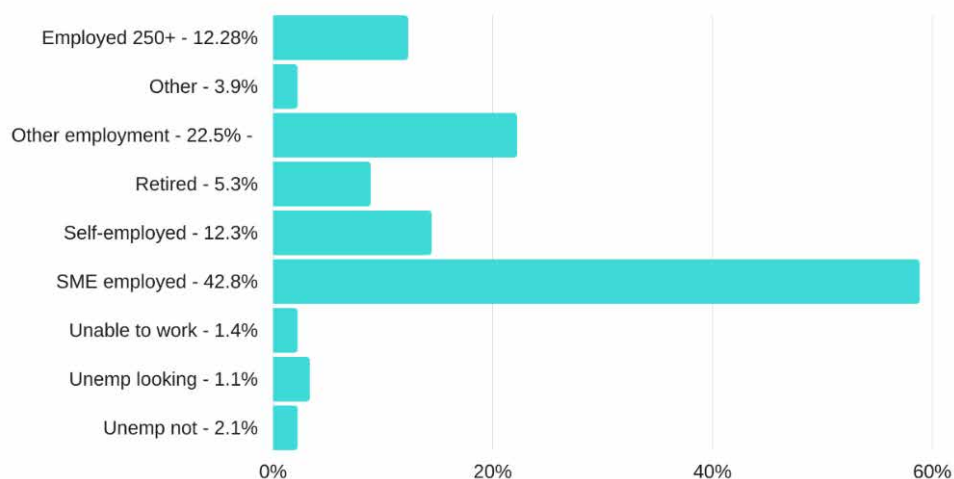


Figure 4: Employment Status of Participants.

Region of Participants

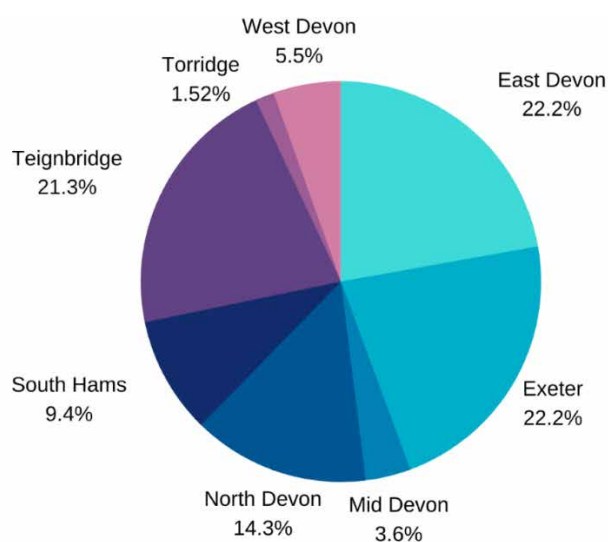


Figure 5: Region of Participants.

- 34.40% were from the VCSE sector, 15.25% were from the Public sector and 18.44% were from other sectors not mentioned.

Employment Sector of Participants

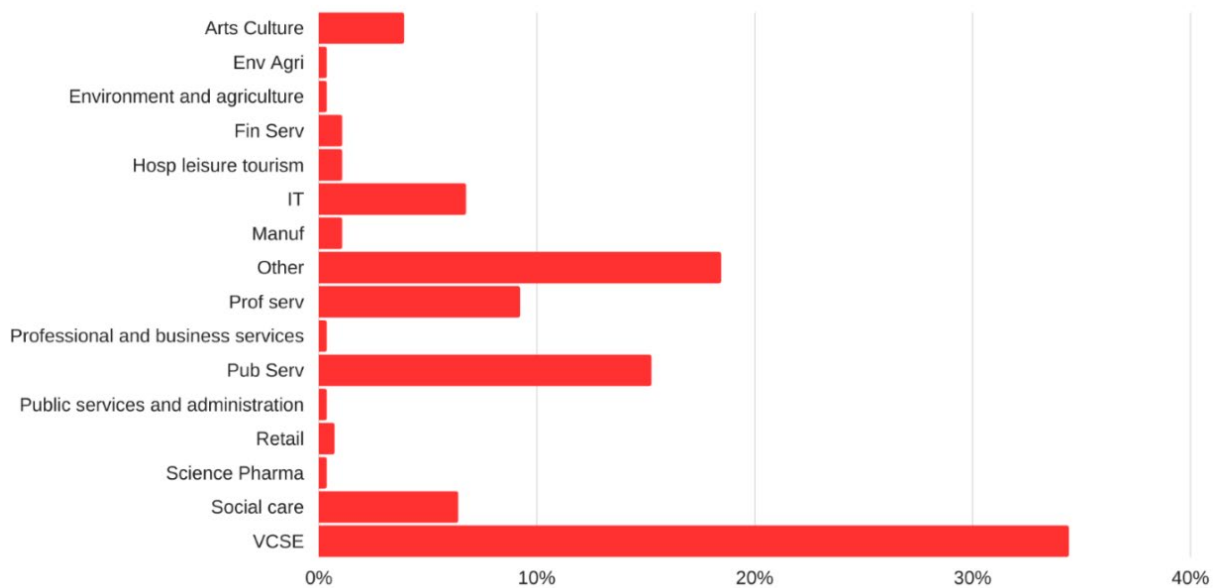


Figure 6: Employment sector of the Participants.

4.5 Impact and Outcomes

Overall, evidence demonstrates that the Wellbeing Works project has improved the wellbeing of our participants. Due to our wide range of workshops as well as our 1-2-1 wellbeing check ins many attendees have been inspired to take action, to set up new routines and to prioritise their wellbeing more.

During the workshops conversations around wellbeing at work, work life balance and how to build new routines on top of existing habits have been taking place. These new actions can come in many ways. Those might be to wake up a bit earlier each morning, to enjoy a cup of tea at work without looking at their emails, to take shorter breaks throughout the day, to step outside for a short walk or simply by attending these session to gain a greater understanding of what wellbeing means to them and to reflect on what they are currently doing for their wellbeing and what they can improve. Many attendees have reflected on how they have been incorporating the 5 Ways to Wellbeing (connect, take notice, keep learning, be active and give) on a daily or weekly basis. During the wellbeing at work masterclasses, many participants have been reflected on time vs energy,

they have discussed barriers, come up with solution and been able to start creating a wellbeing action plan (see Appendix F Wellbeing Works Resources).

The wellbeing workshops have provided the participants with new insights and knowledge as well as providing them with the time and space to become more aware of their own wellbeing and how to enhance their own wellbeing. 82% indicated that they found the session they attended valuable and helpful.



4.6 Participant Feedback

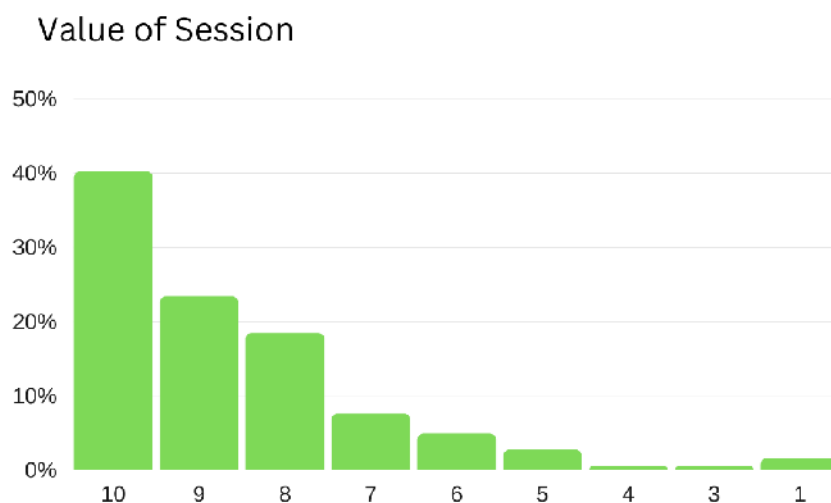


Figure 8: How valuable participants found the sessions on a scale of 1 – 10 with 1 being not very valuable & 10 being extremely valuable.

Wellbeing Works has enabled participants after exploring wellbeing, to be able to take new actions to improve and enhance their own wellbeing. Out of the attendees, 76.5% have indicated that following the workshop or the 1-2-1 wellbeing check-in that they will take action. This demonstrates that, after having

taken up the Wellbeing Works offer, participants are significantly more likely to take action to further improve their wellbeing.

Motivation to take action

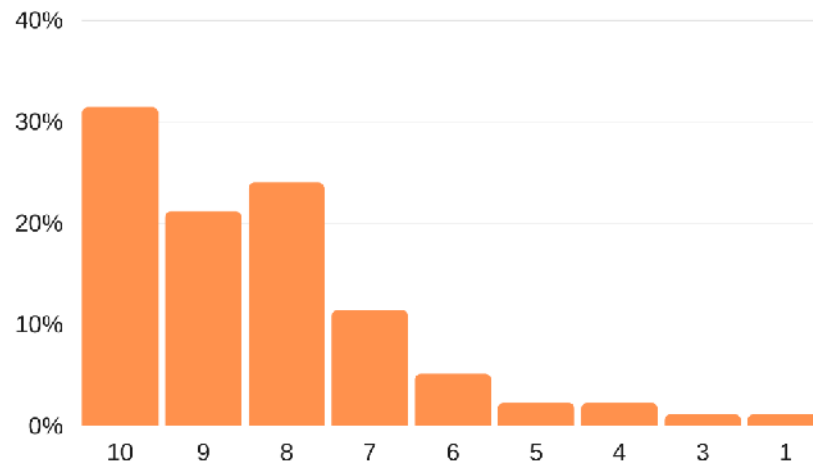
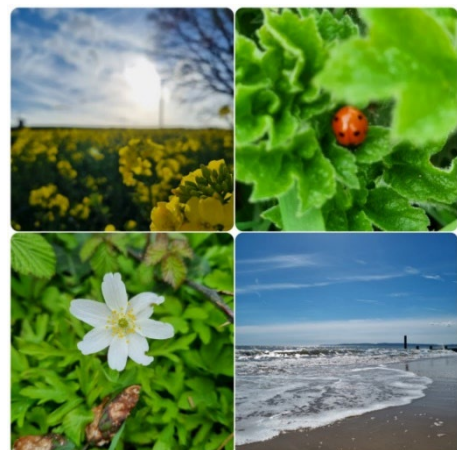


Figure 8: How motivated to take action participants felt after the sessions on a scale of 1 – 10 with 1 being not very motivated & 10 being extremely motivated.

4.7 Learning for the Future

Participants' answers to the question "Going forwards, what ways can Wellbeing Works support your wellbeing and self-care?" identified the following themes;

- Understanding what wellbeing is (88%)
- Understanding what self-care is (100%)
- Developing resilience (77%)
- Diet (66%)
- Exercise (66%)
- Learning new things (55%)
- Relaxation techniques (77%)
- Creative expression (65%)
- Work life balance (77%)



To the question; "Going forwards, what ways can Wellbeing Works support others with their wellbeing and self-care?"

4.8 Accessing the Service

- 77.7% said they were happy with either face to face or online workshops.

“Both have advantages & disadvantages”

“Online is practical but face to face is a way to meet others with the same interest and quest for wellbeing.”

“It is sometimes easier to fit in an online workshop but face to face is of course better”

“Sometimes a webinar is just enough to re-connect you with a subject; face-to-face helps with a learning session”

“Happy with both ways of learning - on-line is more flexible and accessible.”

- 22.2% preferred online workshops, comments to support this are;

“I have mobility issues and so prefer online”

“Ease of access, more anonymity, fit into my day”

When asked, “How likely are you to recommend Wellbeing Works to your friends, family and colleagues?” 88.8% answered that they are likely or very likely to recommend Wellbeing Works to friends, family and colleagues.

To the question ‘Do you have any suggestions or comments?’ one participant answered;

“I understand this service has funding to February 2023. There are very few services of this calibre available and, working in wellbeing throughout the UK, I'm delighted that it is a Devon based service. The importance of this service

being funded beyond next year can't be emphasised enough. People need this ... but services like this are difficult to find at the best of times”

4.9 Recommendations

The below points are the recommendations going forward based on key learnings from the Wellbeing Works project;

- Continuation of monthly workshops for individuals of Devon, ensuring they are easy accessible i.e either online or face to face
- More face- to- face workshops
- Development of more resources to ensure individuals of Devon are equipped with knowledge to improve their wellbeing
- Delivery of a greater number of tailored sessions to groups, organisations and businesses
- Provision of workshops for young people aged between 11-18
- Provision of long term (over multiple years) workshops tailored for schools and their pupils
- Follow up session with the participants on a bi-monthly basis to continue to support any progress made
- Option of shorter taster sessions (30 min, 45 min, 1h and 1.5h)
- Collaboration with other organisations who are supporting individuals, teams and business wellbeing
- Provision of more workshops around the top three themes; Developing resilience (77%), Creative expression (66%) and Work life balance (66%)
- Provision of more workshops around the theme; Understanding what self-care is

5. Conclusion

The Wellbeing Work project has been a successful one, with a wide range of wellbeing workshops for individuals and organisations as well as 1-2-1 wellbeing check ins support to individuals. The project has supported 488 unique individuals who have attended our range of workshops as well as 35 unique individuals who have taken up the offer of our 1-2-1 wellbeing check-ins. In summary, this project has provided great value to the individuals who have attended the workshops and/or the wellbeing check-ins. Based on the evidence the project has;

- encouraged, inspired and improved individuals' wellbeing
- encouraged, inspired and improved the wellbeing of staff at SMEs
- provided participants with new knowledge, allowed them to learn about different tools and techniques to ensure they are more resilient
- provided attendees with time to be able to slow down and reflect on their own wellbeing and their work life balance
- inspired attendees to after attending the sessions incorporate new habits into their daily, weekly or monthly routine

A selection of comments that sum up workshop attendees feedback;

"I, like many people around me, have felt in increase in my stress levels over recent years. Being introduced to methods and tool to lower this and allow a more focused existence has been fantastic."

"Great session, very inspirational. I will now try and get out in different weathers to capture the moments. I would really like to attend follow up session to further explore wellbeing through photography and to learn more about composition, light and purpose."

"Thanks for yesterday - was a great session. Really was a great session. You inspired us all to just eat and talk more - with purpose of course!"

"I really enjoyed it. Myself and those who joined really enjoyed it. I am certainly going to make time to do again and get into the habit."



6. Final words from the project manager

“Wellbeing to me, means to take the time to pause, reflect and to be in the moment. It means to spend time with family, friends and colleagues. To be present and to cherish and treasure the moments of joy and happiness. To be the project manager has, for me, been a true privilege.”

Victoria Grimberg, Project Manager Devon Communities Together

