



Cymru Iach ar Waith
Healthy Working Wales

Healthy Working Wales Annual Report

2025-2026

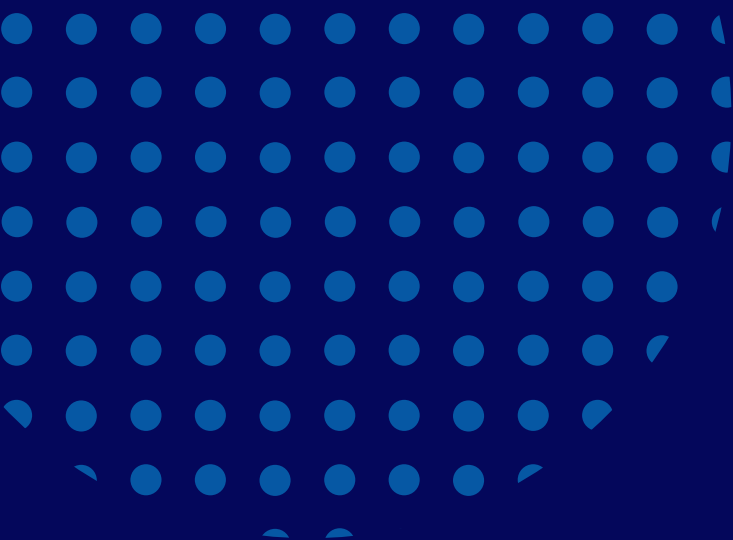


GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales



Llywodraeth Cymru
Welsh Government



Publication details

This report is a detailed summary of information on work undertaken by Healthy Working Wales from 1 April 2025 to 31 March 2026.

Title: Healthy Working Wales Annual Report 2025-26

Date: August 2026

Contact details

Oliver Williams, Consultant in Public Health,
Public Health Wales,
2 Capital Quarter, Tyndall Street, CF10 4BZ
Email: healthyworkingwales@wales.nhs.uk

We welcome correspondence in Welsh.

Copyright information

©Public Health Wales NHS Trust

Material contained in this document may be reproduced under the terms of the Open Government License (OGL) ([Open Government Licence](#)) provided it is done so accurately and is not used in a misleading context.

Acknowledgement to Public Health Wales NHS Trust to be stated.
Copyright in the typographical arrangement, design and layout belongs to Public Health Wales NHS Trust.

This document is also available in Welsh.

CONTENTS

1	Foreword	4
2	Programme Highlights 2025-26	5
3	Staff Highlights 2025-26	6
4	Marketing and Social Media	8
5	Website	12
	5.1 Performance	12
	5.2 Health A-Z webpages	15
	5.3 Newsletter	17
	5.4 Employer accounts	18
	5.5 Success Stories	21
6	Delivery	22
	6.1 Employer Survey Tool	22
	6.2 Workplace Adviser Support (WAS)	26
	6.3 Peer Mentoring Programme	29
	6.4 Webinars	29
7	Events	33
	7.1 Events held	33
	7.2 Events attended	35
8	Focus areas	36
	8.1 Disabled employees	36
	8.2 Young employees (aged 16-24)	36
	8.3 Workplace Nature Wellbeing Calendar with RSPB Cymru	38
9	Policy and Advocacy	39
10	Forward look: 2026-27	40
11	Appendices	42
	Appendix 1: Health A-Z webpages added in 2025-26	42
	Appendix 2: Events attended by HWW in 2025-26 HWW	43

1

FOREWORD

Welcome to the first Healthy Working Wales Annual Report.

Healthy Working Wales (HWW) is a free national programme that aims to improve health and prevent ill-health at work by supporting employers in Wales. It is funded by Welsh Government and delivered by Public Health Wales.

In 2025-26 we underwent a bit of a redesign and fresh start, with a brand new website with an updated look and feel, and a focus on launching multiple new offers and services for employers in Wales to access free support and guidance on health and wellbeing at work.

Our aim has been to make it easier for employers to access support, in a format that works for them, to deliver a meaningful impact on employee health and wellbeing.

As you will see, it's been a busy and exciting year. I'd like to thank all of the employers, employees, workplace and business stakeholders, collaborative partners, and Welsh Government teams that have worked with us. Most importantly though, a huge thank you

and well done to the Healthy Working Wales team members, who have worked with passion, innovation and dedication to reshape HWW into this new and exciting service.



Oliver Williams

Public Health Consultant Lead for
Healthy Working Wales

THIS REPORT SETS OUT OUR HIGHLIGHTS AND ACTIVITIES OVER THE YEAR, SUMMARIES OF THE DATA ON WORKPLACE HEALTH THAT WE NOW CAPTURE, AND A LOOK AHEAD TO OUR FUTURE WORK.

2

PROGRAMME HIGHLIGHTS 2025-26

41

WEBSITE A-Z TOPICS
PAGES LAUNCHED



BUSINESS OMNIBUS SURVEY
UNDERTAKEN WITH **502**
SMEs ACROSS WALES



HWW EMPLOYER SURVEY
TOOL COMPLETED BY
66 EMPLOYERS

346

NEW NEWSLETTER
SIGNUPS, BRINGING
THE TOTAL TO **2228**



THE TOP THREE PRIORITY AREAS FOR ORGANISATIONS COMPLETING
THE SURVEY WERE **MENTAL HEALTH AND WELLBEING, SICKNESS
ABSENCE MANAGEMENT AND FINANCIAL WELLBEING**



295 NEW HWW
FOLLOWERS ON SOCIAL
MEDIA, BRINGING TOTAL
HWW FOLLOWERS TO **2899**



HWW WEBSITE HAD
4046 VISITORS AND **7206**
SESSIONS, WITH **101** NEW
HWW ACCOUNT SIGNUPS



29 EVENTS ATTENDED
BY HWW STAFF FOR
EMPLOYER ENGAGEMENT

9

SUCCESS STORIES
PUBLISHED ON
THE WEBSITE



4 WEBINARS HELD FOR EMPLOYERS, WITH **468** REGISTRATIONS,
292 ATTENDEES AND 95% OF ATTENDEES SCORING THEM FOUR
OR FIVE STARS OUT OF FIVE



**WORKPLACE ADVISER
SUPPORT (WAS)** SOUGHT
BY **13** EMPLOYERS WITH
12 SESSIONS HELD



THE MOST REQUESTED
WAS TOPIC WAS **MENTAL
HEALTH AND WELLBEING**



PEER MENTORING PROGRAMME FRAMEWORK COMPLETED WITH
FIRST COHORT TO COMMENCE IN Q2 2026-27

3

STAFF HIGHLIGHTS 2025-26

MY HWW HIGHLIGHT OF THE YEAR IS...



Oliver Williams (Consultant in Public Health):

“Our new services launch event in November, it was great to see so many employers and stakeholders coming together to hear about our new services and engage with the team.”



Laura Jones (Service Delivery Manager):

“It’s been great to see the team thrive – embracing new skills, showing strong commitment to new HWW services, delivering measurable impact through increased engagement with Welsh employers, and growing support for workplace health and wellbeing.”



Jayne Fortune (Principal Public Health Practitioner):

“Our discovery work focused on young people aged 16-24, informing the development of targeted guidance and resources to support their successful transition into and retention within the workforce, enabling more sustainable, happier and healthy starts in employment – keep an eye out for their launch in 2026.”



Carl Hill (Senior Workplace Health Adviser):

“Helping to improve how Healthy Working Wales supports employers by developing a more joined-up and practical approach to workplace health and wellbeing. This included developing the First Steps programme ready for pilot with employers who are new to workplace wellbeing, leading the planning and coordination of our webinar programme and supporting advisers to deliver webinars alongside expert speakers, and developing the framework for a Peer Mentoring Programme to help employers learn from and support one another.”



Pauline Mould (Workplace Health Adviser):

“Involving the young people in our new service launch event in November was a highlight for me. It was rewarding to see how their confidence grew throughout the morning and how they enjoyed being involved in shaping young people’s support in the workplace.”



Nikki Davies (Workplace Health Adviser):

“I’ve enjoyed using events as a platform to speak and present, showcasing HWW and promoting the new programmes we’ve launched throughout the year while building connections and raising awareness of our work.”



George Machacha (Senior Public Health Practitioner):

“Supporting work on older workers. Helping to strengthen the evidence on employer-led actions that support people aged 50 and over to stay in, return to, and thrive in good work. I’m looking forward to building on this in 2026-27 through insights work with older employees, helping to turn evidence and lived experience into practical guidance for employers.”



Rhian Gleed (Workplace Health Adviser):

“Memorable and enjoyable tasks I enjoy are writing and developing new, accessible content for the HWW website to better engage, inform and support our audiences.”



Kathryn Harris (Content Development Officer):

“Delivering a range of marketing activity linked to the launch of our new products, it was great to see the impact of this work had in increasing visitors to the HWW website and overall engagement with employers from across Wales.”



Deanna Hughes (Workplace Health Adviser):

“Working collaboratively with the RSPB to develop a workplace nature wellbeing calendar – looking forward to the launch in 2026.”

4

MARKETING AND SOCIAL MEDIA

Promotion of HWW and our new services took place across media outlets in Q3 and Q4 of 2025-26. HWW targeted Welsh businesses through marketing and advertising platforms, which included:

SOCIAL MEDIA (LINKEDIN/META – MEDIA ANGEL)

Phase one of a brand awareness campaign across LinkedIn and Meta launched 12 November and ran until 30 November, targeting employers and managers in Wales.

Phase two of a brand awareness campaign across LinkedIn and Meta launched 05 January and ran until 31 January, targeting employers and managers in Wales.

97,780

November burst impressions¹

1,248

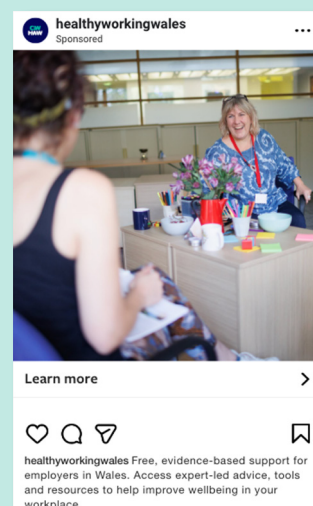
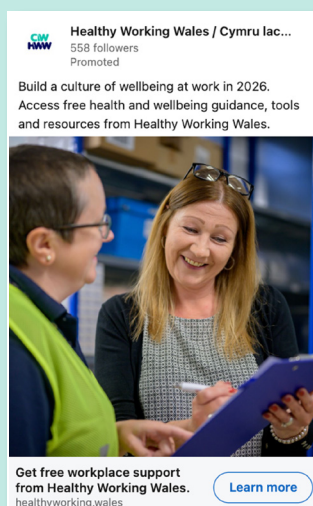
November burst clicks² and engagements³

292,099

January burst impressions

5,387

January burst clicks and engagements



1. Impressions = The number of times an ad is shown on a screen to a user

2. Clicks = The number of times an ad is clicked

3. Engagements = The number of times an ad is interacted with (clicks, likes, comments etc)

BUSINESSIN

Q3 – Full page ad in November issue, digital ads in newsletter, interview with Consultant Public Health Lead published on BusinessIn social media, website and as advertorial in December 2025.

Q4 – Full page magazine ad and digital ads in daily newsletter.

Digital mailer ads

208 CLICKS

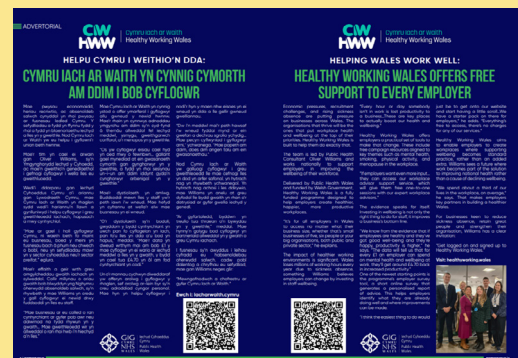
Social media video

1335 VIEWS

54 CLICKS AND ENGAGEMENTS

Printed adverts

10,000 AVERAGE MONTHLY READERSHIP



BUSINESS INSIDER

Banner ads in newsletter, full page advert in Dec/Jan issue.

36,074 Top banner impressions

1,343 Top banner clicks



FOLLOWERS

HWW posts content on four social media platforms: LinkedIn, Facebook, Instagram and X.

In 2025-26 HWW gained 295 new followers on social media, bringing the total number of social media followers to 2899 (*Figure 1, Table 1 and Figure 2*). This is an 11% growth compared to the previous year, with 7% growth seen in Q4 alone.

Strong engagement, reach and impressions across channels occurred in Q3 and Q4, largely supported by paid social media activity that was launched in November across Meta and LinkedIn.

HWW saw increased followers on LinkedIn, Facebook and Instagram, particularly in Q4. The number of followers on X decreased, with reduced activity on this platform from HWW as less organisations use it. HWW aims to terminate use of its account on this platform in 2026.

Figure 1: HWW social media followers, quarterly growth and cumulative total 2025/26

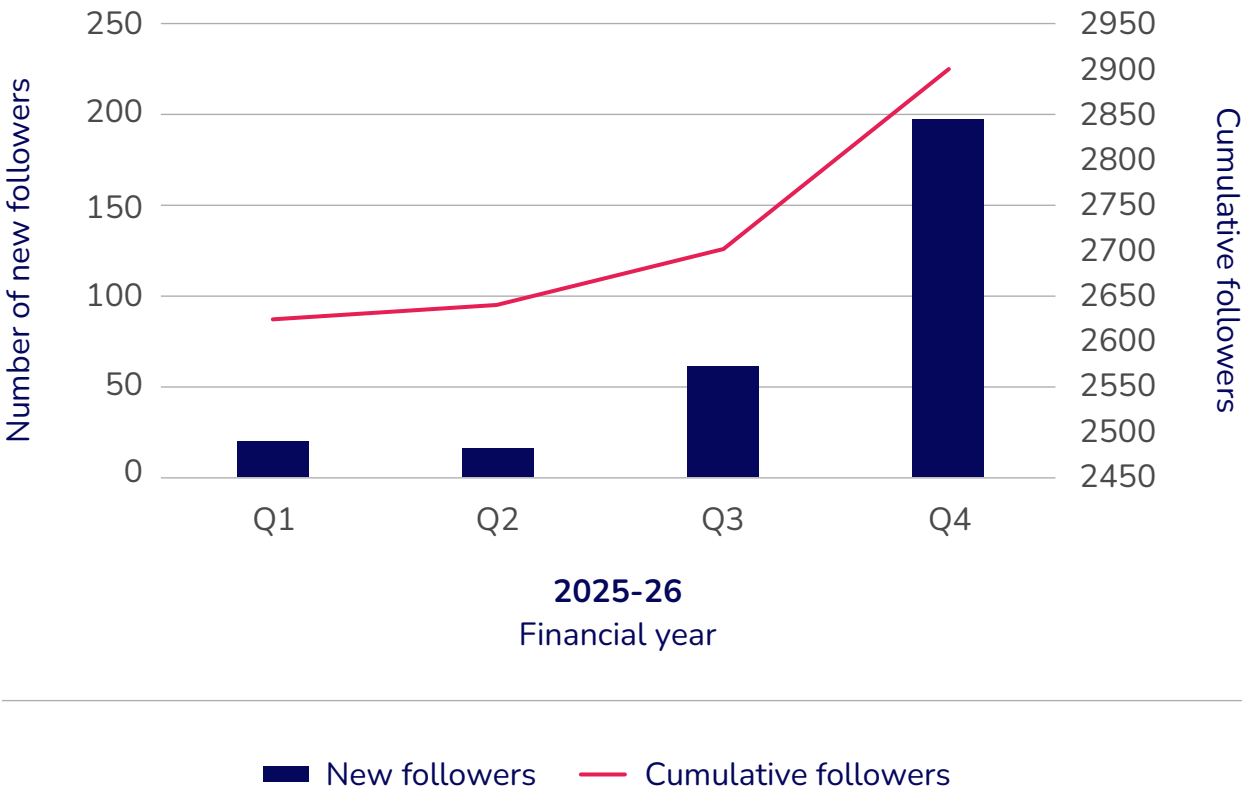
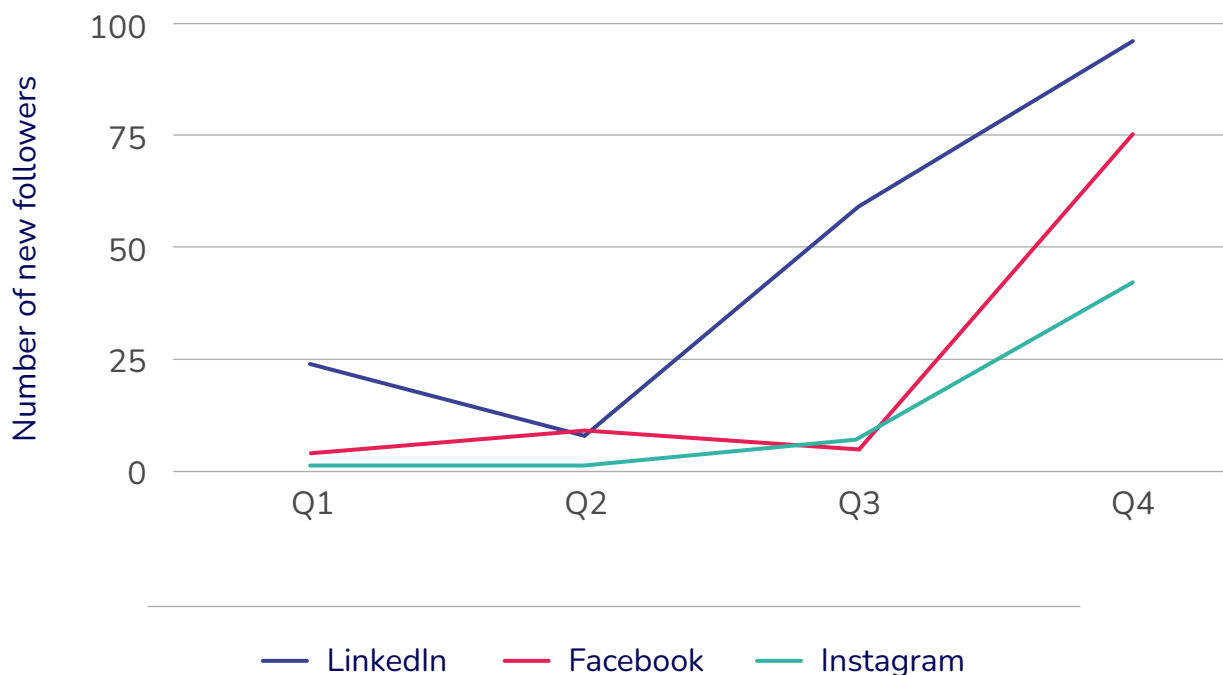


Table 1: HWW total and new followers on social media platforms, by Quarter, with comparison to previous Quarter, 2025-26

SOCIAL MEDIA PLATFORM	TOTAL FOLLOWERS AT END OF QUARTER (+/- NEW FOLLOWERS COMPARED TO PREVIOUS QUARTER)			
	Q1	Q2	Q3	Q4
LinkedIn	491 (+24)	499 (+8)	558 (+59)	654 (+96)
Facebook	603 (+4)	612 (+9)	617 (+5)	692 (+75)
Instagram	205 (+1)	206 (+1)	213 (+7)	255 (+42)
X	1326 (-8)	1324 (-2)	1314 (-10)	1298 (-16)
Total	2625	2641	2702	2899

Figure 2: HWW new followers on social media platforms, by Quarter, 2025-26



5

WEBSITE

The new HWW website launched on 31 March 2025 following a complete review, update and redesign as part of the overall Public Health Wales website transformation. This included development of a content editor guide, new templates for webpages, and added functionality.

5.1 PERFORMANCE

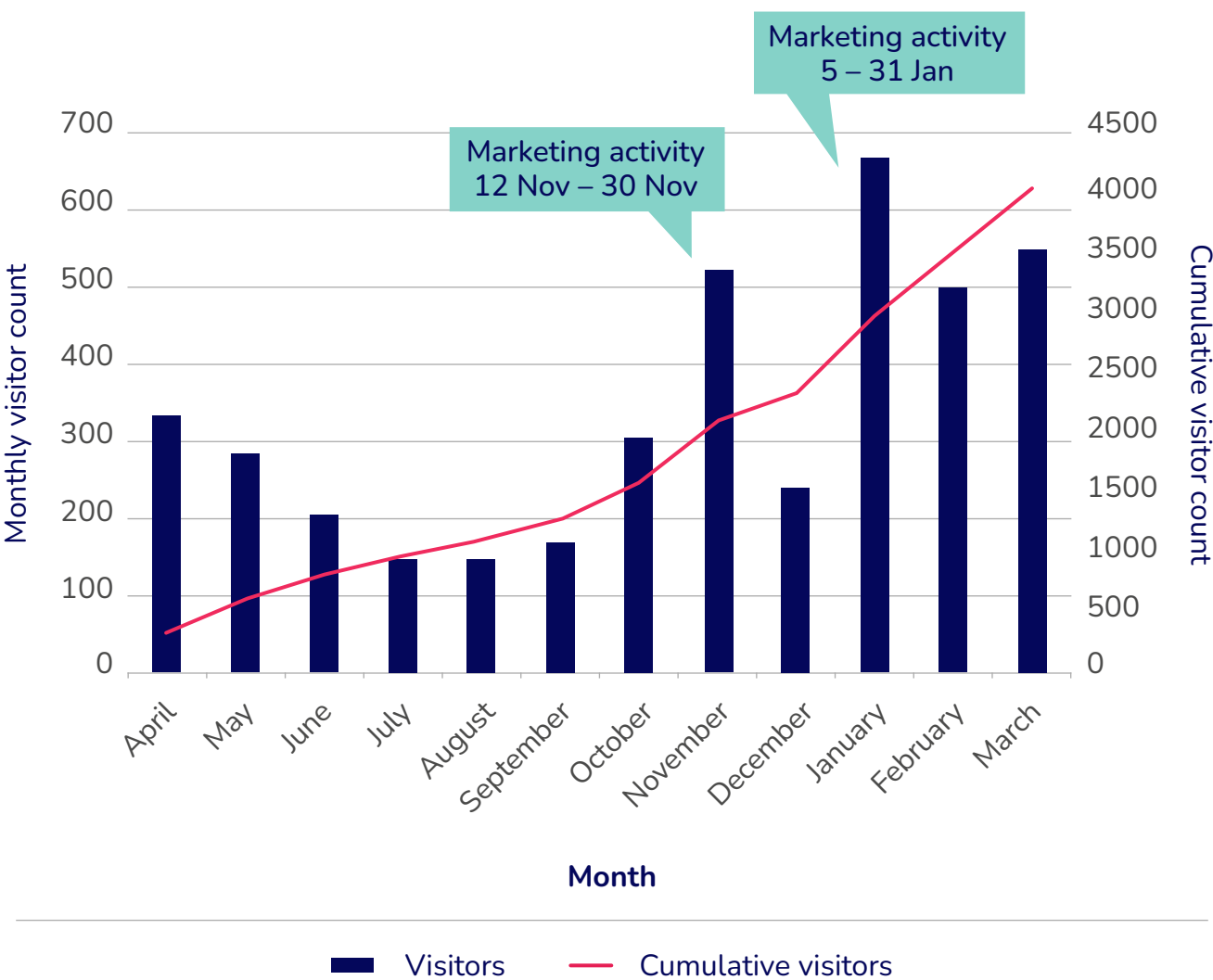
The HWW website had a total of 4046 visitors and 7206 sessions in 2025-26 (Table 2, Figures 3 and 4). There was an initial increase in traffic on the HWW site during the first Quarter of 2025-26, following the website launch. This dropped off in Q2 whilst further developments took place on the site, before seeing an increase in Q3 and Q4. There was a significant spike in website use in November, in line with the launch of new products and paid marketing activity. During Q4, the website continued to build momentum, with increases in both visits and sessions compared to Q3. There was a significant spike in website use in January, in line with the second burst of paid digital marketing activity. Visitor numbers reduced after paid marketing activity ended in January, but numbers remained higher in Q4, which can be attributed to the previous paid activity combined with an increase in event attendance.

Table 2: HWW website visitors and sessions, quarterly comparisons, 2025-26

		COUNT	COMPARED TO PREVIOUS Q
Q1	Website visitors	817	n/a
	Website sessions	1411	n/a
Q2	Website visitors	456	-361 (-44%)
	Website sessions	1088	-323 (-23%)
Q3	Website visitors	1061	+133 (+133%)
	Website sessions	2171	+1083 (+100%)
Q4	Website visitors	1712	+651 (+61%)
	Website sessions	2536	+365 (+17%)

Note: Visitors = Number of unique visits to the website. Session = A group of user interactions on the website that took place within a given time frame (approx. 30 minutes).

Figure 3: HWW website visitors, monthly and cumulative, for 2025-26

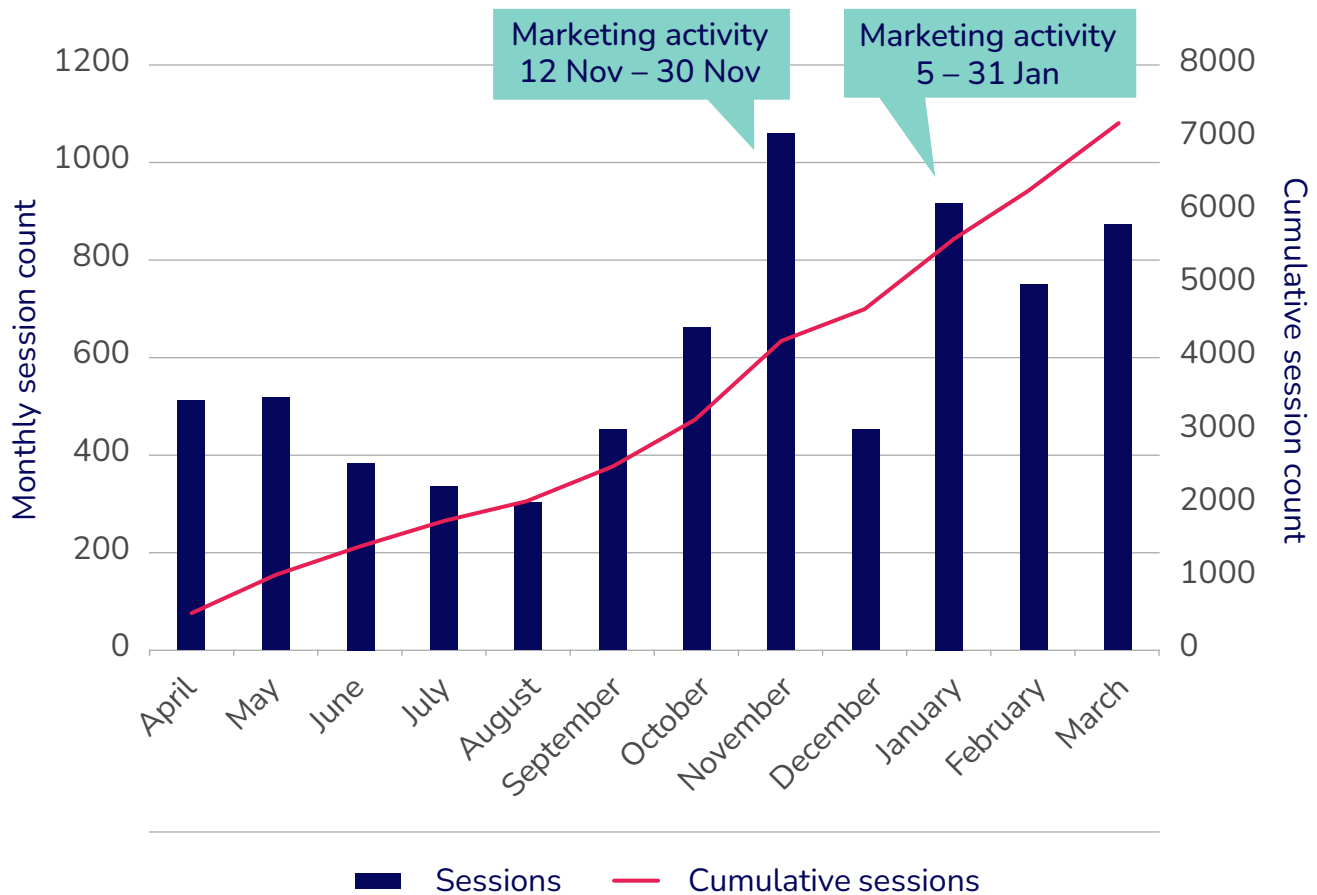


Note: A visitor is defined as a unique individual or device who triggers at least one event (e.g. page view) on a website within a specified time frame.



THERE WAS A SIGNIFICANT SPIKE IN WEBSITE USE IN NOVEMBER, IN LINE WITH THE LAUNCH OF NEW PRODUCTS AND PAID MARKETING ACTIVITY.

Figure 4: HWW website sessions, monthly and cumulative, for 2025-26



Note: A session is defined as a group of user interactions occurring within a defined, active period (usually 20 minutes).

TOP 5 MOST VISITED HWW WEBSITE PAGES IN 2025-26:

Homepage **3240 VIEWS**

Campaigns and Events **1101 VIEWS**

Employer Survey Tool **1479 VIEWS**

Newsletter **1080 VIEWS**

Topic A-Z **1136 VIEWS**

5.2 HEALTH A-Z WEBPAGES

41 Health A-Z webpages launched in 2025-26 (see Appendix 1 for list).

TOP FIVE MOST VISITED HEALTH A-Z WEBPAGES IN 2025-26:

Sickness absence management

293 VIEWS

Mental health and wellbeing at work

263 VIEWS

Neurodiversity in the workplace

159 VIEWS

Active workplaces

138 VIEWS

Menopause support at work

111 VIEWS

WITH 6 MILLION DAYS LOST THROUGH SICKNESS ABSENCE IN WALES, IT IS NOT SURPRISING THAT SICKNESS ABSENCE MANAGEMENT IS POPULAR AMONGST EMPLOYERS.

Table 3: Top 5 visited Health A-Z webpages per Quarter, 2025-26

QUARTER	TOP 5 VISITED HEALTH A-Z WEBPAGES
Q1	1. Sickness absence management – 119 views
	2. Mental health and wellbeing at work – 101 views
	3. Active workplaces – 51 views
	4. Neurodiversity in the workplace – 40 views
	5. Stress management in the workplace – 40 views
Q2	1. Nature connectedness – 50 views
	2. Mental health and wellbeing at work – 39 views
	3. Menopause support at work – 35 views
	4. Sickness absence management – 34 views
	5. Active workplaces – 30 views
Q3	1. Sickness absence management – 76 views
	2. Mental health and wellbeing at work – 68 views
	3. Neurodiversity in the workplace – 64 views
	4. Menopause support at work – 42 views
	5. Flexible working – 32 views
Q4	1. Sickness absence management – 64 views
	2. Mental health and wellbeing at work – 55 views
	3. ADHD in the workplace – 54 views
	4. Neurodiversity in the workplace – 47 views
	5. Young employees in the workplace – 38 views

Note: ADHD in the workplace and Young employees in the workplace pages only launched in Q4.

5.3 NEWSLETTER

There were 346 new HWW newsletter signups in 2025-26, bringing the total to 2228 (Figure 5). The highest spikes in newsletter signups were seen in November and January, likely due to paid marketing activity by HWW in these months to promote the service.

Figure 5: HWW new and cumulative newsletter signups, by month, 2025-26



THE HWW NEWSLETTER IS A FANTASTIC WAY FOR US TO ENGAGE WITH EMPLOYERS ACROSS WALES. EACH MONTH WE SHARE OUR LATEST UPDATES, FREE RESOURCES AND SUCCESS STORIES FROM ORGANISATIONS TAKING POSITIVE STEPS TO IMPROVE WORKPLACE HEALTH AND WELLBEING.

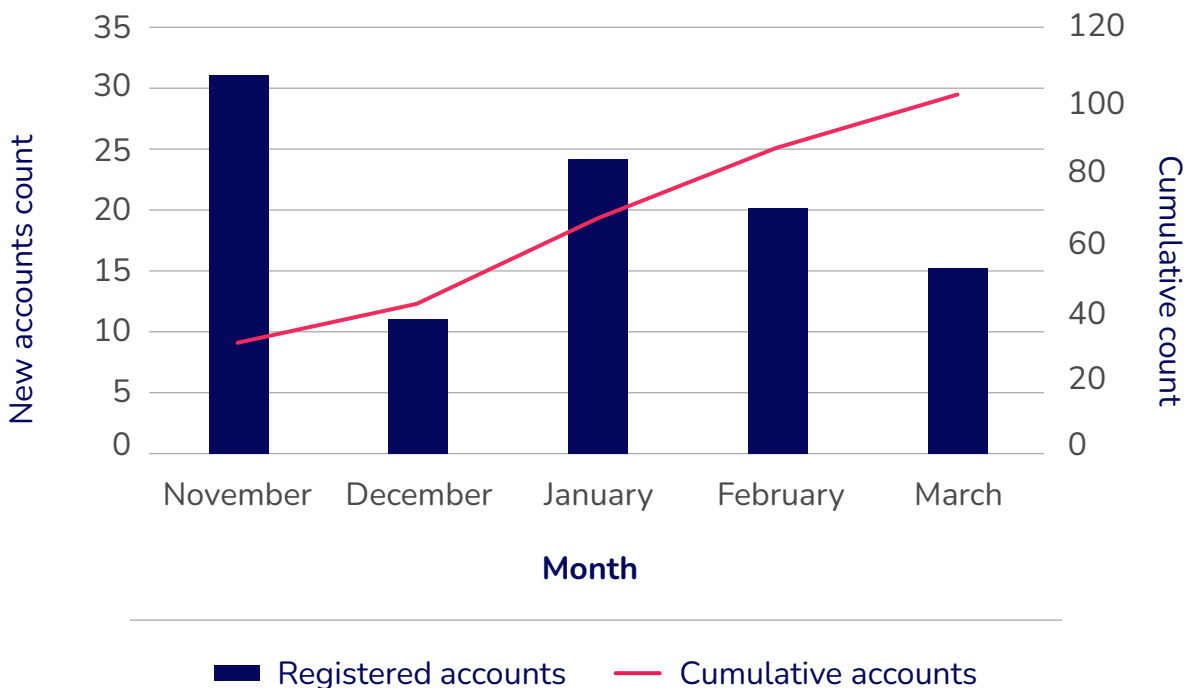


5.4 EMPLOYER ACCOUNTS

Employers can create a website account on the HWW website, which enables them to access extra functions such as the Employer Survey Tool.

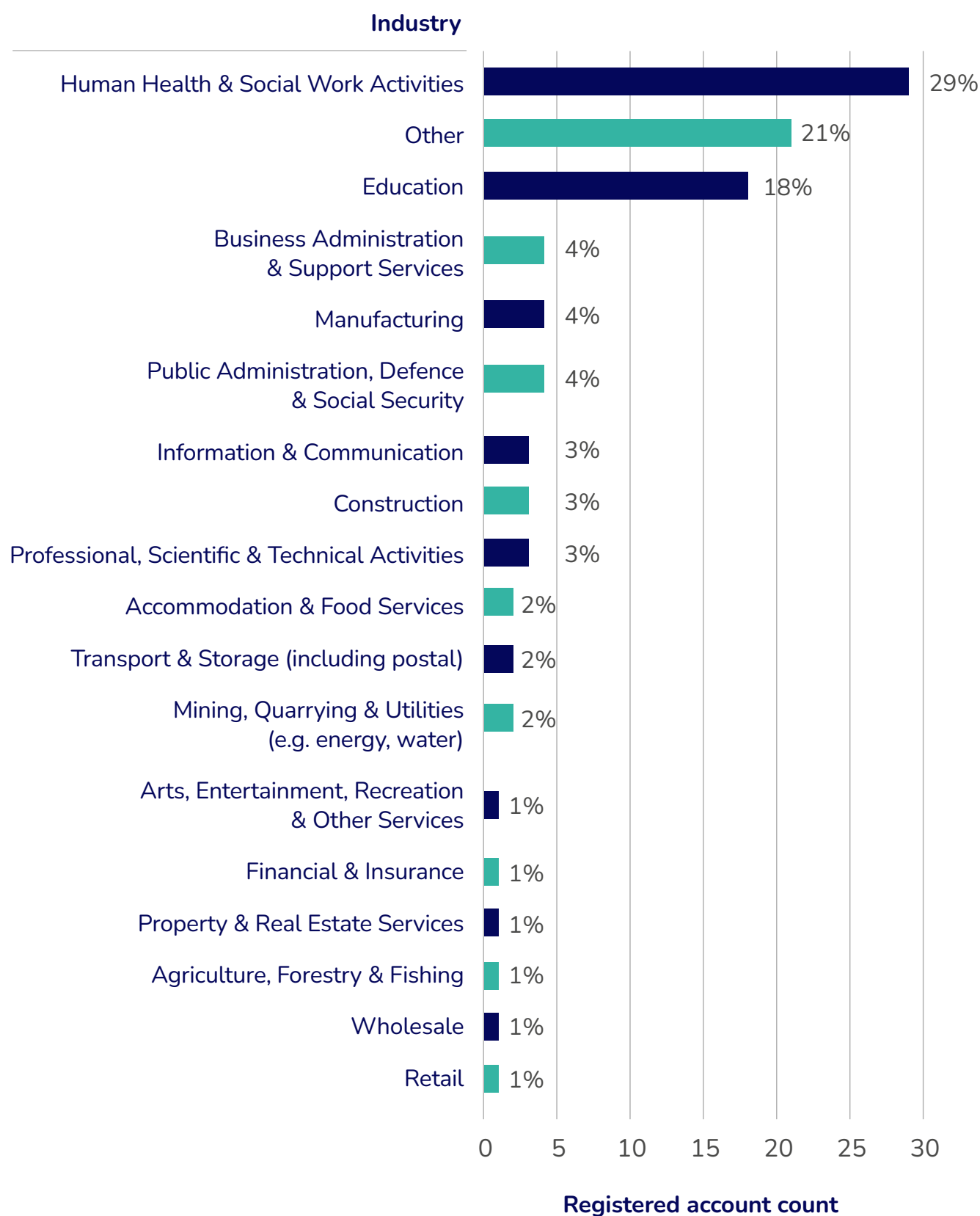
Following the launch of HWW website accounts on 12 November 2025, HWW had 101 registered users in 2025-26 (*Figure 6*). Paid marketing activity in November and January likely led to the increases in these months.

Figure 6: Registered HWW website accounts, monthly and cumulative, for 2025-26



Note: Account signups launched in November 2025.

The majority of HWW accounts were created by organisations from the human health and social work activities (29%) and education (18%) industries (*Figure 7*).

Figure 7: Registered HWW website accounts, proportion by industry, 2025-26 (n=101)

Registered accounts have been created in similar amounts by employers from the public (40%) and private (39%) sectors (Figure 8), with 58% being SME's and almost a third (30%) of account holders having over 1000 employees in their organisations (Figure 9).

Figure 8: Registered HWW website accounts, by sector, 2025-26 (n=101)

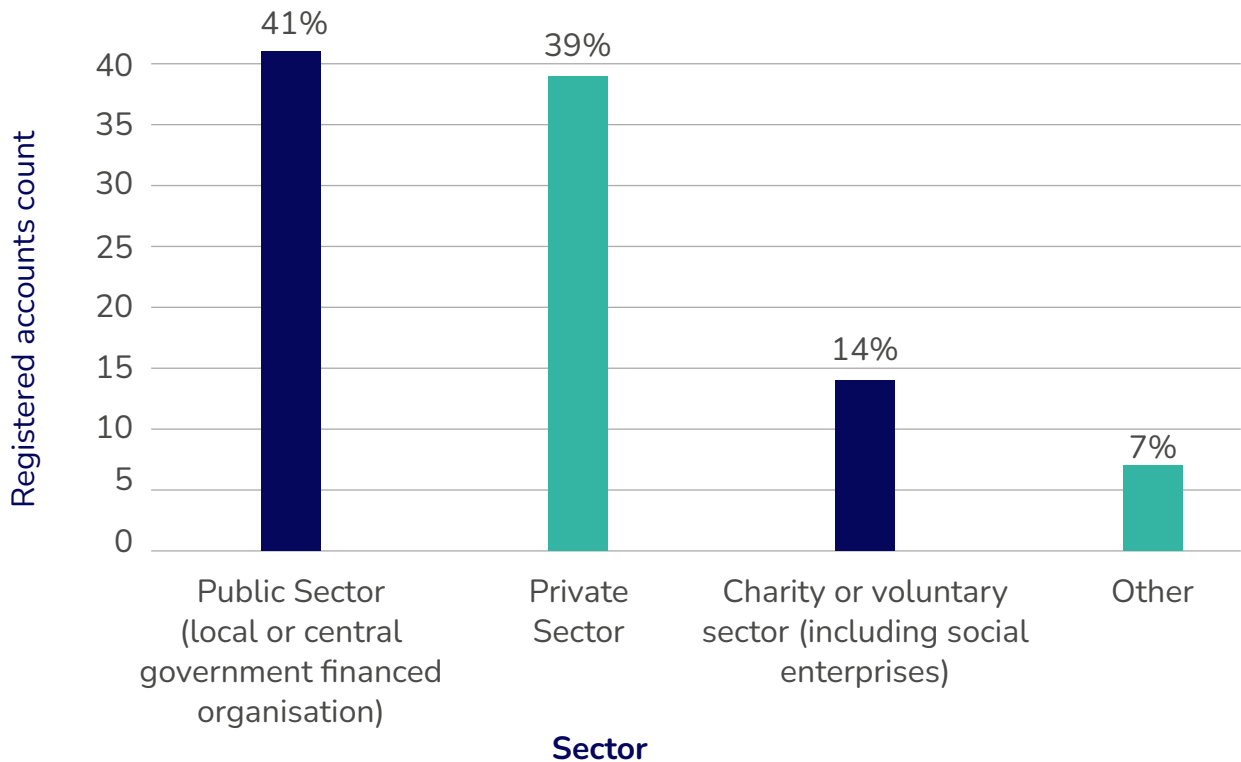
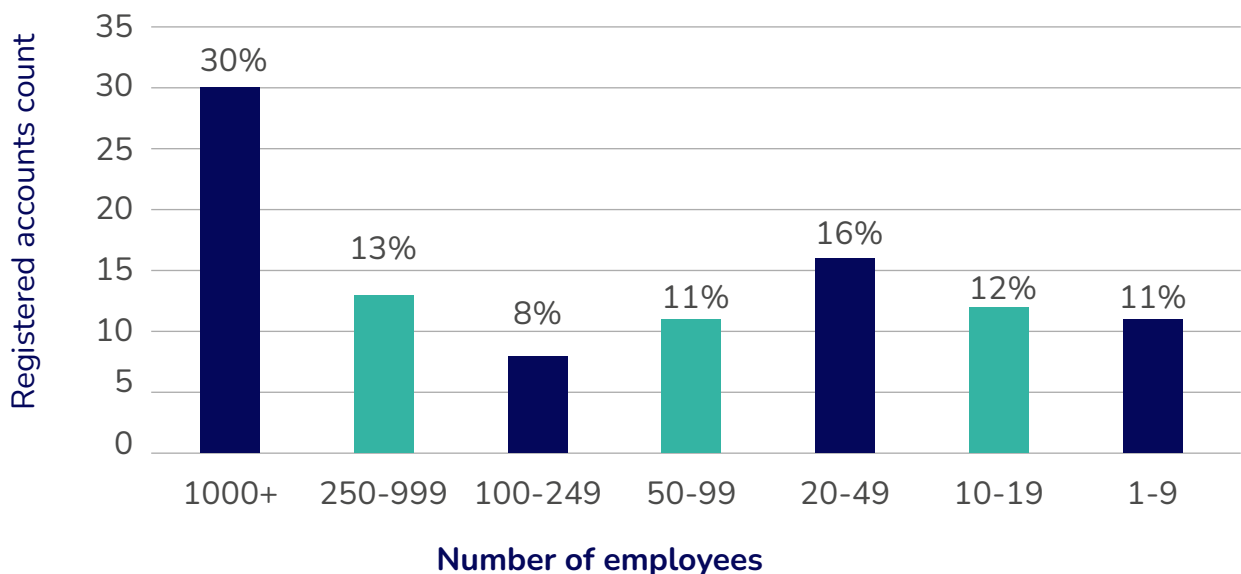


Figure 9: Registered HWW website accounts, by business size, 2025-26 (n=101)



5.5 SUCCESS STORIES

Success Stories are real-life examples of how organisations have addressed important health and wellbeing issues in their workplaces. During 2025-26, nine Success Stories were published on the HWW website:

1

How Cwm Taf Morgannwg University Health Board are inspiring a more active workforce

GIG
CYMRU
NHS
WALESBwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board

2

How Development Bank of Wales built a healthier workplace by supporting neurodiversity at work



3

Building inclusive employment at Sight Cymru

sight cymru
focusing on your future

4

How Powys Teaching Health Board developed a more resilient workplace

GIG
CYMRU
NHS
WALESBwrdd Iechyd
Addysgu Powys
Powys Teaching
Health Board

5

How Social Care Wales supports menopause at work

Gofal Cymdeithasol Cymru
Social Care Wales

6

How Fun Foundations support breastfeeding in the workplace



7

How Abacus Day Nursery invest in employee wellbeing



8

How Bluestone Resorts Ltd prioritise employee mental health and wellbeing



9

HM Land Registry Swansea's supportive approach to managing sickness absence



6

DELIVERY

6.1 EMPLOYER SURVEY TOOL

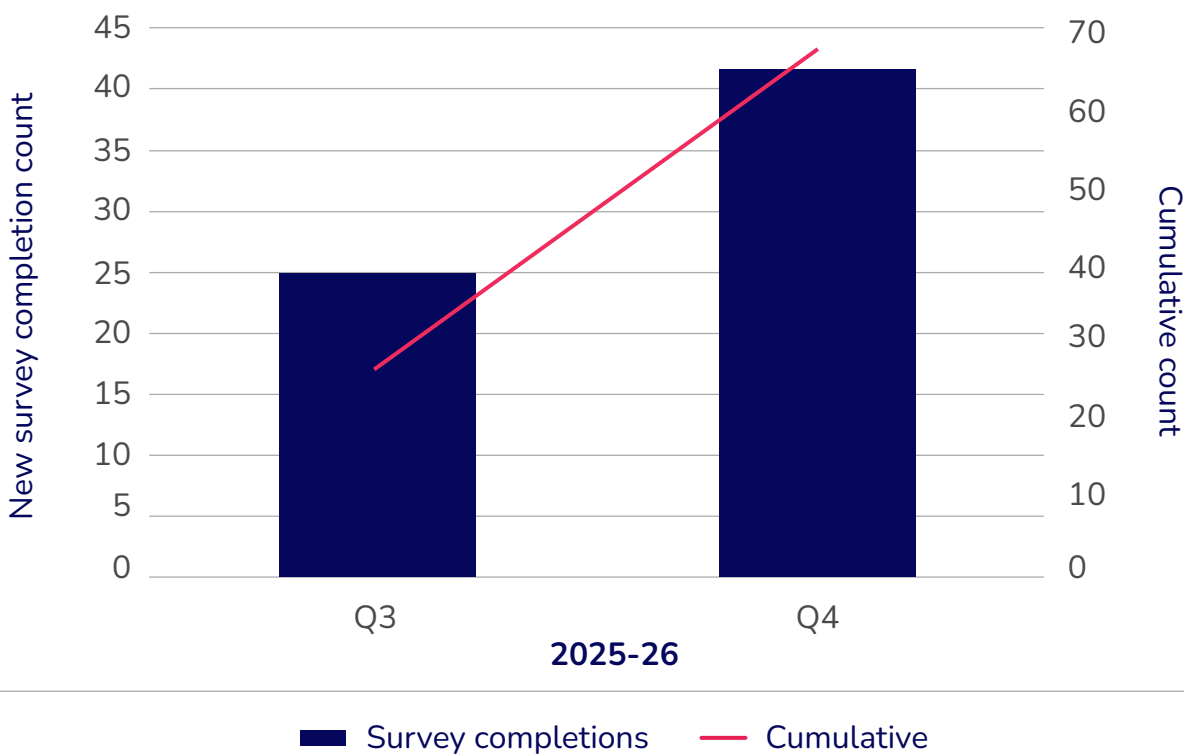
The HWW Employer Survey Tool includes 15 questions that explore an organisation’s policies, practices and priorities around workplace health. The survey takes less than ten minutes to complete, meaning it is a quick and practical way for organisations to assess health and wellbeing in their workplace.

To access the survey, organisations are required to register a free account on the HWW website.

Once completed, organisations receive a tailored report with clear advice, feedback and suggested next steps to help strengthen their workplace wellbeing strategy. The organisations are then also eligible to access the HWW Workplace Adviser Support service.

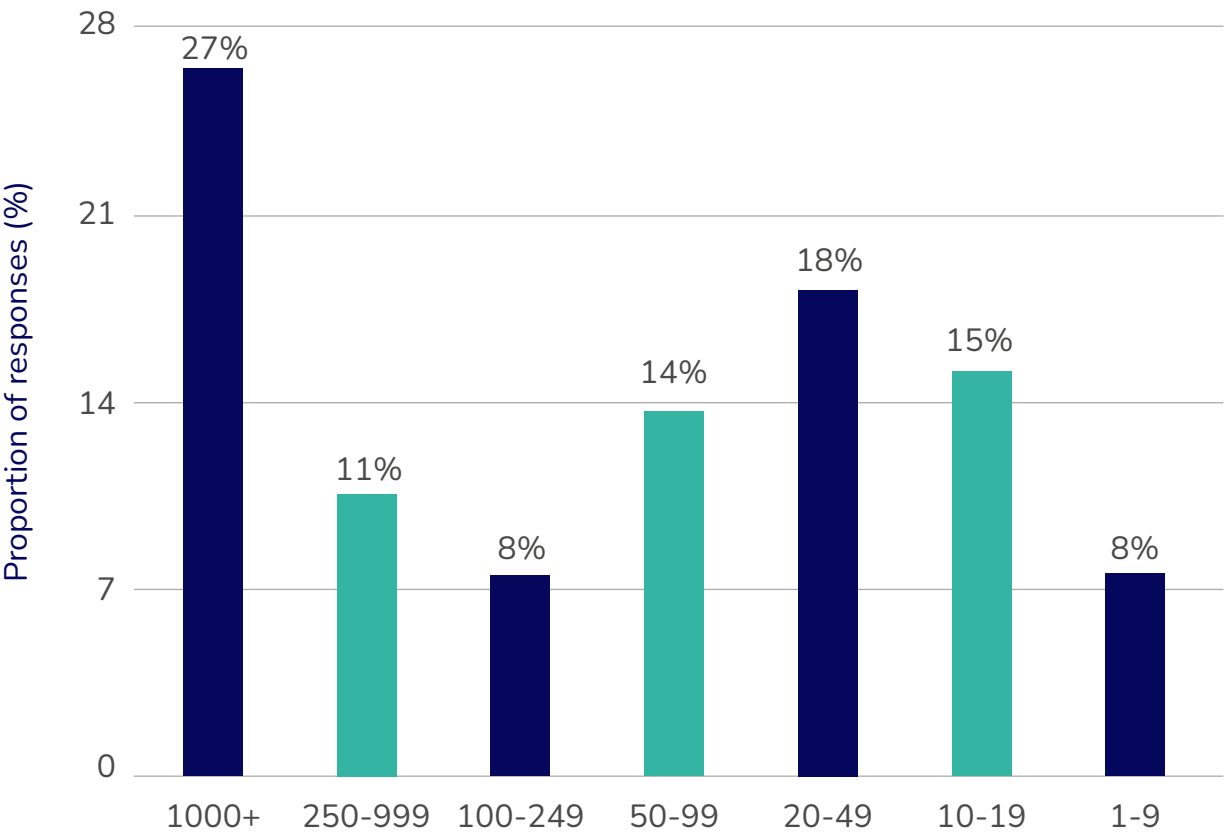
In 2025-26, since the launch of the tool on 12 November, HWW had 66 surveys completed, (Figure 10).

Figure 10: Quarterly and cumulative HWW Employer Survey Tool completions, 2025-26



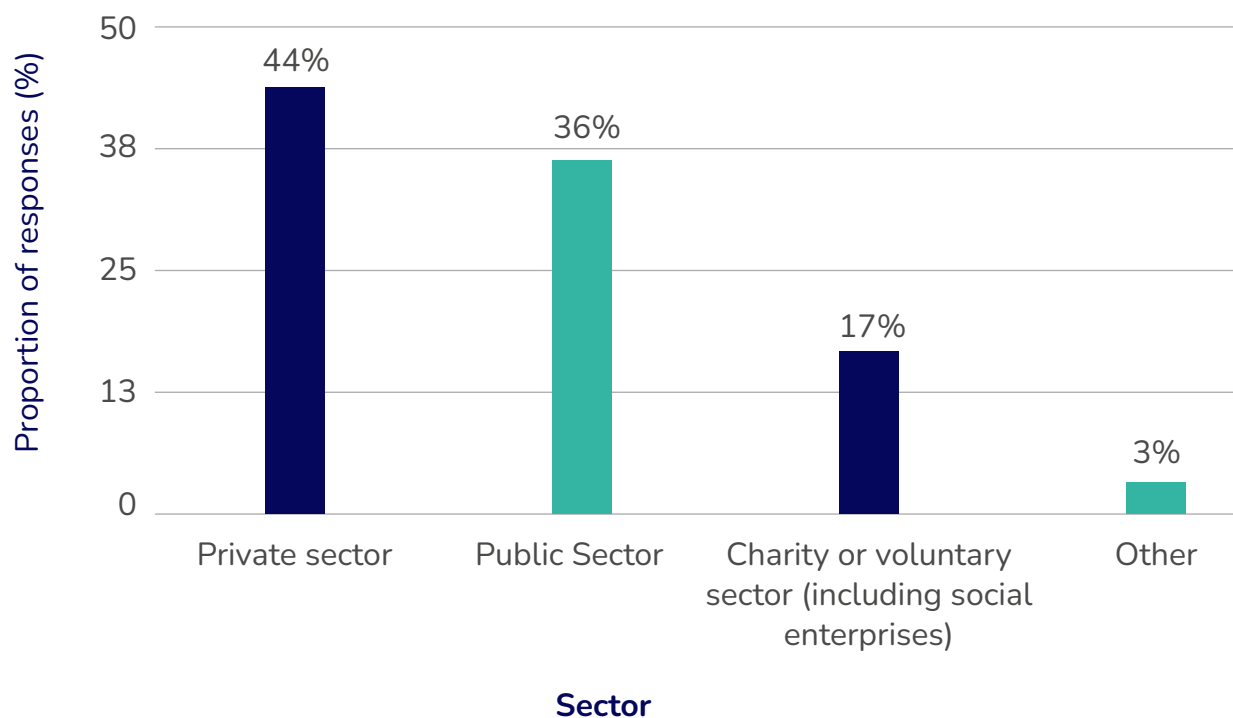
Completing organisations ranged in size from 1-9 employees (8%) to 1000+ employees (27%), with 63% being completed by SME's (Figure 11). The majority of surveys were completed by private sector organisations (44%), followed by the public sector (36%) and third sector (17%) (Figure 12). Over 18 different industries utilised the survey tool, with 'Human health and social work activity' (27%) and 'Education' (18%) having the highest participation rate.

Figure 11: HWW Employer Survey Tool completions, proportions by staff size, 2025-26 (n=66)



OVER 18 DIFFERENT INDUSTRIES UTILIZED THE SURVEY TOOL, WITH 'HUMAN HEALTH AND SOCIAL WORK ACTIVITY' (27%) AND 'EDUCATION' (18%) HAVING THE HIGHEST PARTICIPATION RATE.

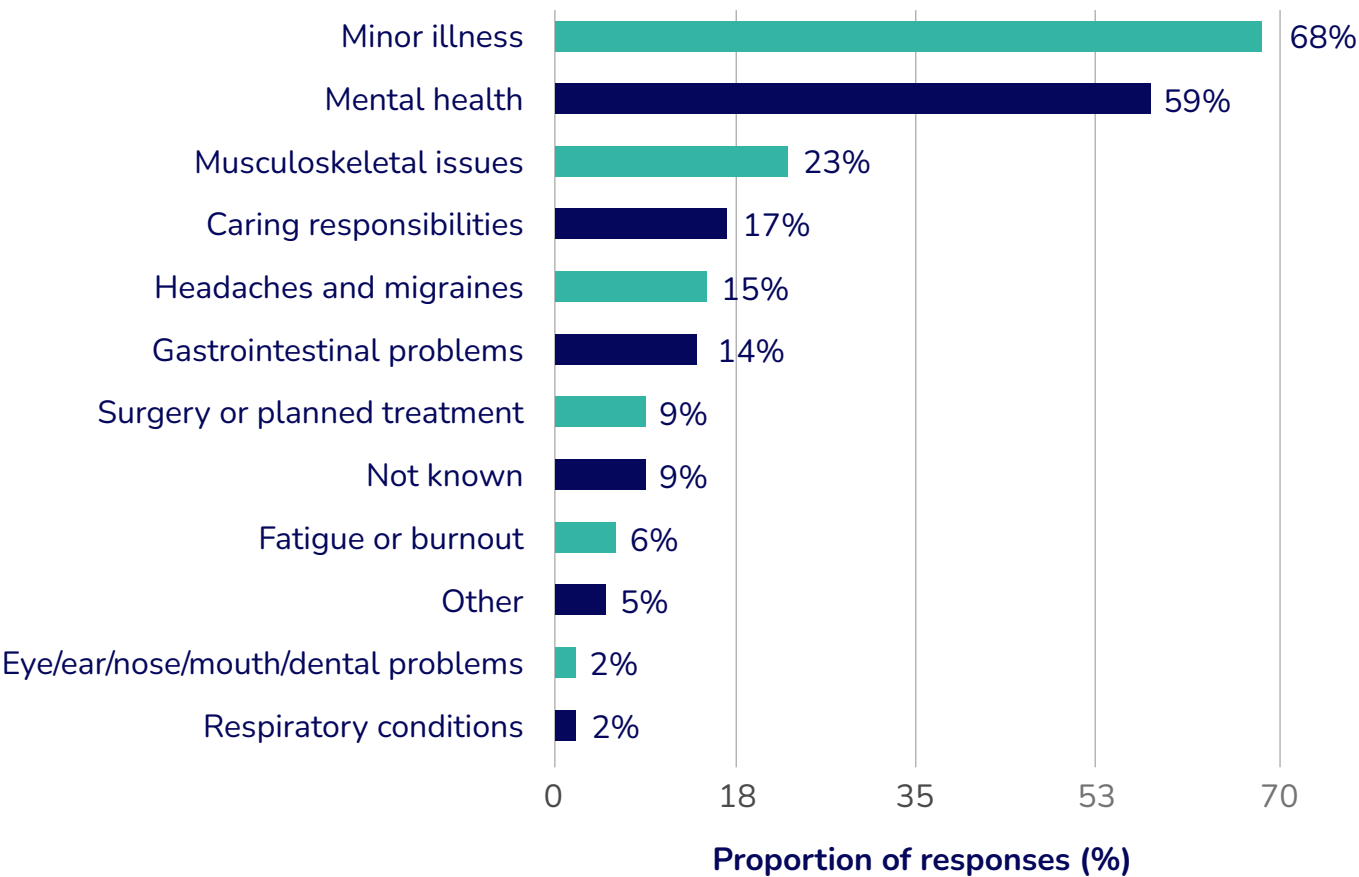
Figure 12: HWW Employer Survey Tool completions, proportions by sector, 2025-26 (n=66)



Of the 66 participating employers:

- 75% reported having either a team or individual with designated workplace health and wellbeing responsibility
- 56% reported sickness absence being a moderate to significant issue that disrupted operations and productivity
- 38% self-rated their current activity to support employee health and wellbeing as 'Developing, with some structured initiatives but not yet consistent or strategic', whilst 27% responded as having only basic, minimal or no activity in place
- The top 3 reported reasons for sickness absence were minor illnesses (68%), mental health issues (59%) and musculoskeletal issues (23%)
- 85% reported that mental health and wellbeing was a priority area for them (*Figure 13*), with other priority areas being sickness absence management (47%) and financial wellbeing (36%)

Figure 13: Most common reasons for sickness absence reported by employers completing the Employer Survey Tool (n=66)



Following completion of the survey, employers are asked to complete a short feedback questionnaire. In 2025-26, of the 66 completed survey users:

- 100% either strongly agree (65%) or agree (35%) that the Employer Survey Tool is easy to complete
- 91% indicated that they either strongly agree (47%) or agree (44%) that they will take action on the advice provided in their survey report (9% neither agree nor disagree).

6.2 WORKPLACE ADVISER SUPPORT (WAS)

The Workplace Adviser Support (WAS) gives employers in Wales a chance to have free one-to-one online sessions with a HWW Workplace Adviser. Employers can choose a health and wellbeing topic that matters to their workplace or receive general workplace health and wellbeing guidance based on their survey results. The adviser will listen, give ideas and share helpful guidance and frameworks to support employers' health and wellbeing actions for their employees.

Following website account registration and completion of the HWW Employer Survey Tool, employers can request WAS by completing a short Contact Form.

WAS launched in November 2025. In 2025-26 the WAS service has:

- Received 13 session requests (*Figure 14*)
- Completed 14 sessions with employers (12 first sessions, two second sessions)
- Met 100% of service standards (*Figure 15*)

Figure 14: Quarterly and cumulative HWW WAS requests, 2025-26

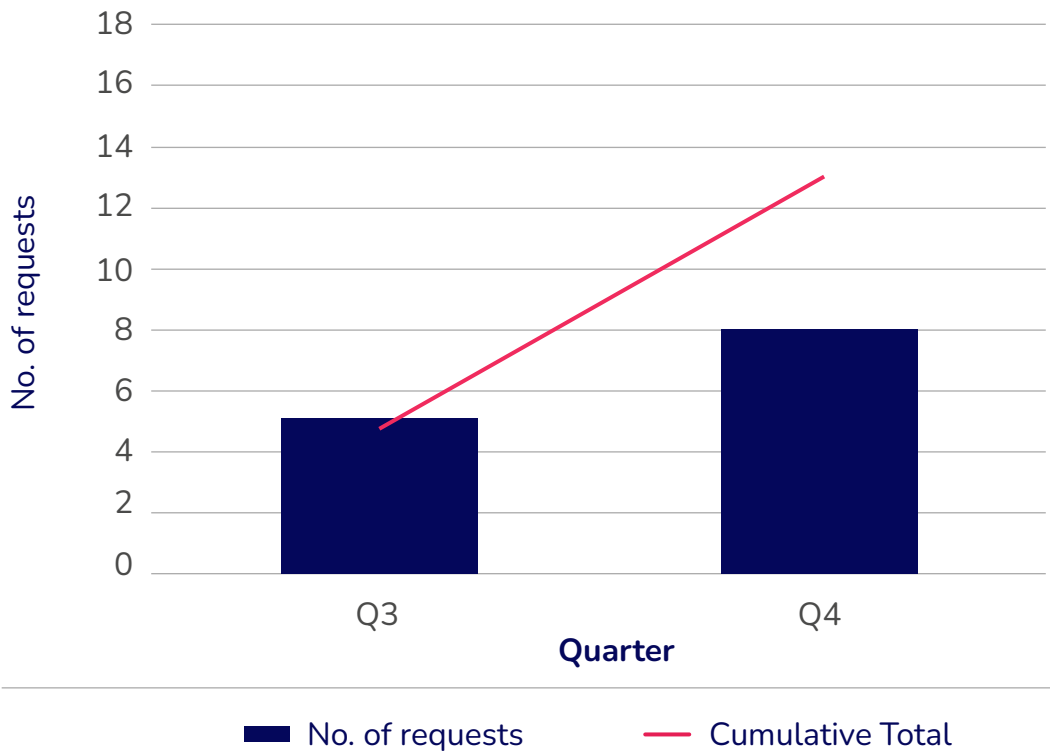


Figure 15: HWW WAS service request targets performance in 2025-26 (n=12)



Of the 13 WAS requests received in 2025-26, organisations with 50-250 employees accounted for the highest number of requests (n=5, 41.6%) (Figure 16), with 66% being SMEs. The majority of WAS requests were from public sector organisations (n=7, 50%), followed by the private sector (n=5, 30%) (Figure 17).

Figure 16: HWW WAS requests, by business size, 2025-26

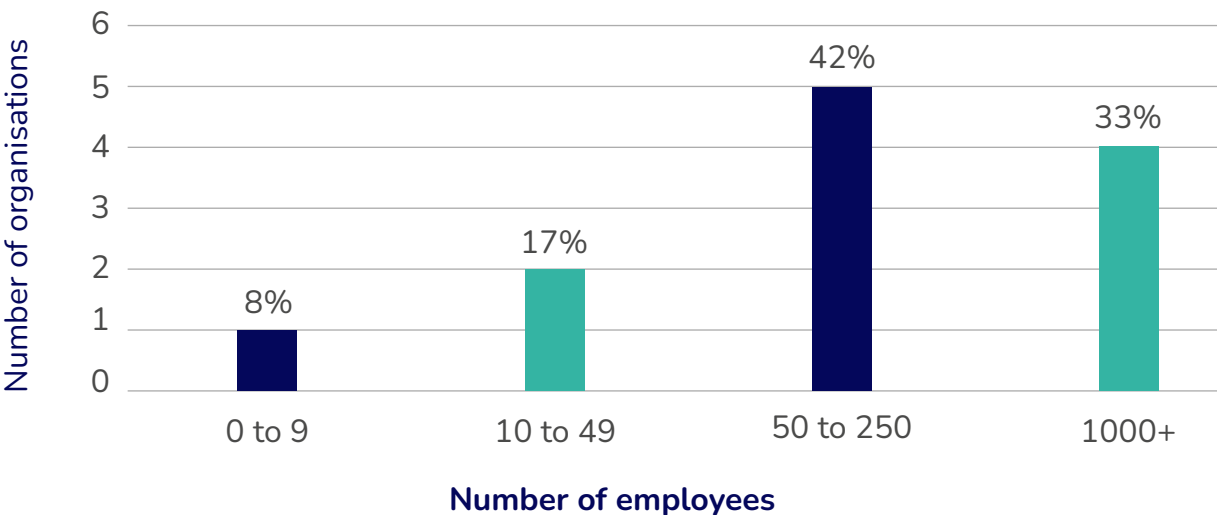
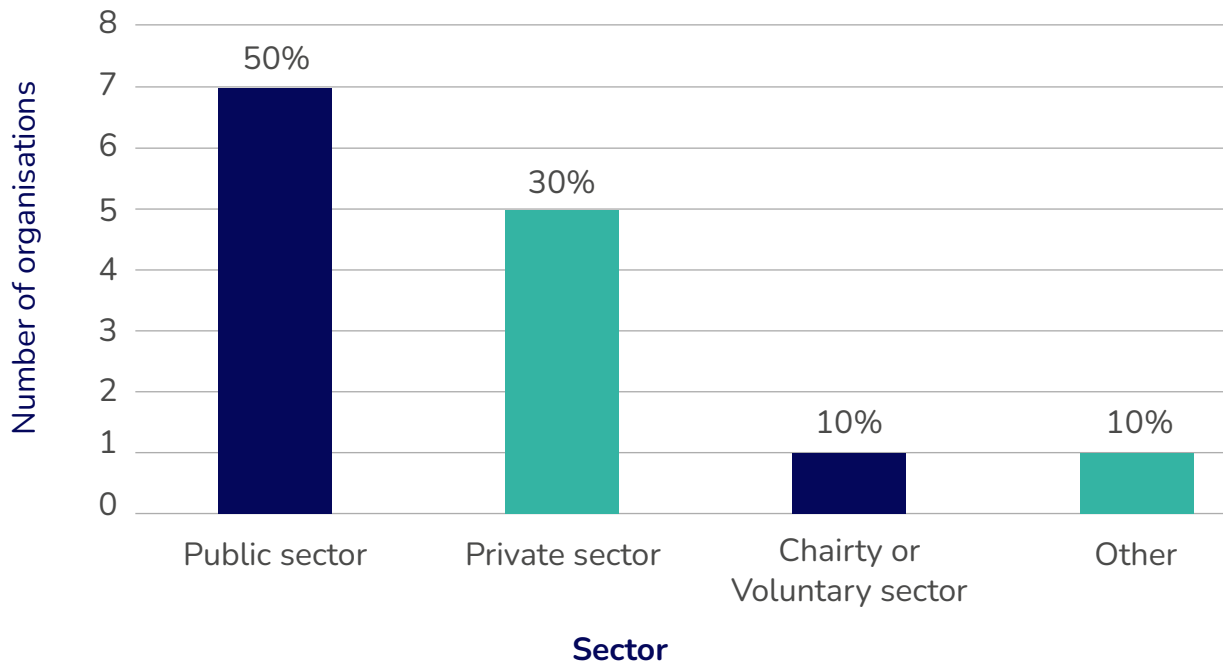


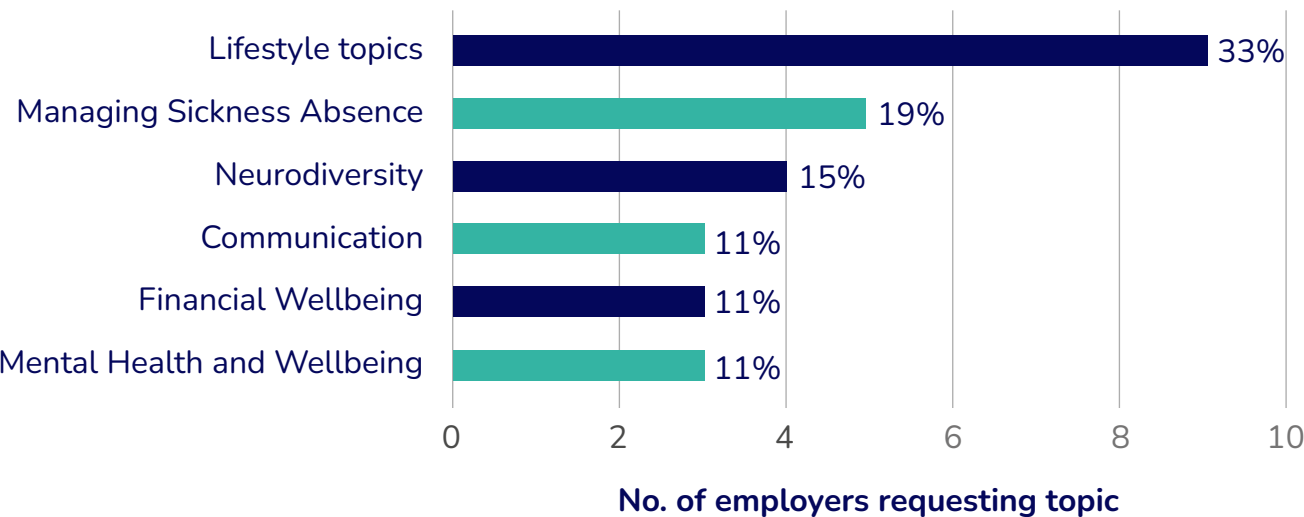
Figure 17: HWW WAS requests, by sector, 2025-26 (n=14)



In the 14 WAS sessions that took place in 2025-26, the most requested topic was mental health and wellbeing (n=9, 33.3%).

For ease of evaluation (*Figure 18*), related topics were grouped into broader categories. For example, healthy eating, alcohol and physical activity were grouped under “Lifestyle Topics”. Multiple topics may have been selected for individual sessions.

Figure 18: HWW WAS sessions, by topics discussed, 2025-26 (n=27)



6.3 PEER MENTORING PROGRAMME

The Peer Mentoring Programme helps employers learn from and support each other as they promote and improve health and wellbeing in their workplace. It gives workplaces a clear pathway to take part as either mentors or mentees, with guidance, tools and support from advisers and peer employers throughout. The programme helps employers build their knowledge, confidence and long-term approach by sharing practical experience and good practice.

A pilot will be run to test and improve the programme before it is rolled out more widely.

As of 31 March 2026, expressions of interest are being collected and recorded on the peer mentoring database. These will help inform the first pilot, which is due to start in quarter 2 of 2026-27. The first mentor for the programme has also been identified and has agreed to support the pilot.

6.4 WEBINARS

In 2025-26 Healthy Working Wales hosted four free webinars for employers and managers in Wales. Overall there were 468 registrations, 292 attendees and 95% of attendees scoring them four or five stars out of five. A summary of the webinar content and attendance is provided in *Table 4*.

Table 4: Summary of webinars held by HWW in 2025-26

WEBINAR TITLE	SPEAKERS	NO. REGISTRATIONS	NO. ATTENDEES	ATTENDANCE RATE (%)
Neurodiversity ADHD in the workplace	Aimee Smith (ADHD assessment nurse specialist and consultant psychotherapist) Rhian Gleed (Workplace Health Adviser, Healthy Working Wales)	139	90	67%
Managing sickness absence for employers	Deanna Hughes & Nikki Davies (Workplace Health Advisers) Melin Homes	135	80	59%

Table 4: Summary of webinars held by HWW in 2025-26 (*continued*)

WEBINAR TITLE	SPEAKERS	NO. REGISTRATIONS	NO. ATTENDEES	ATTENDANCE RATE (%)
Healthy Travel	Dr Tom Porter (Consultant in PH) Charlie Gordon (Project Manager, Sustrans Cymru)	56	36	64%
Understanding and managing workplace conflict	Debbie Lane Senior (Business Adviser ACAS) Pauline Mould (Workplace Health Adviser, Healthy Working Wales)	138	86	62%

Attendees came from the public (71%), private (19%) and third sectors (10%), ranging in size from 0-9 to 250+ employees (*Figure 19*). In total, 11 different industry sectors (*Figure 20*) were represented, with the largest being Human health and social work activities (22%), Public administration, defence, social security (20%), and Education (11%). Of the 292 attendees, 280 (96%) were unique attendees and 12 (4%) were return users.

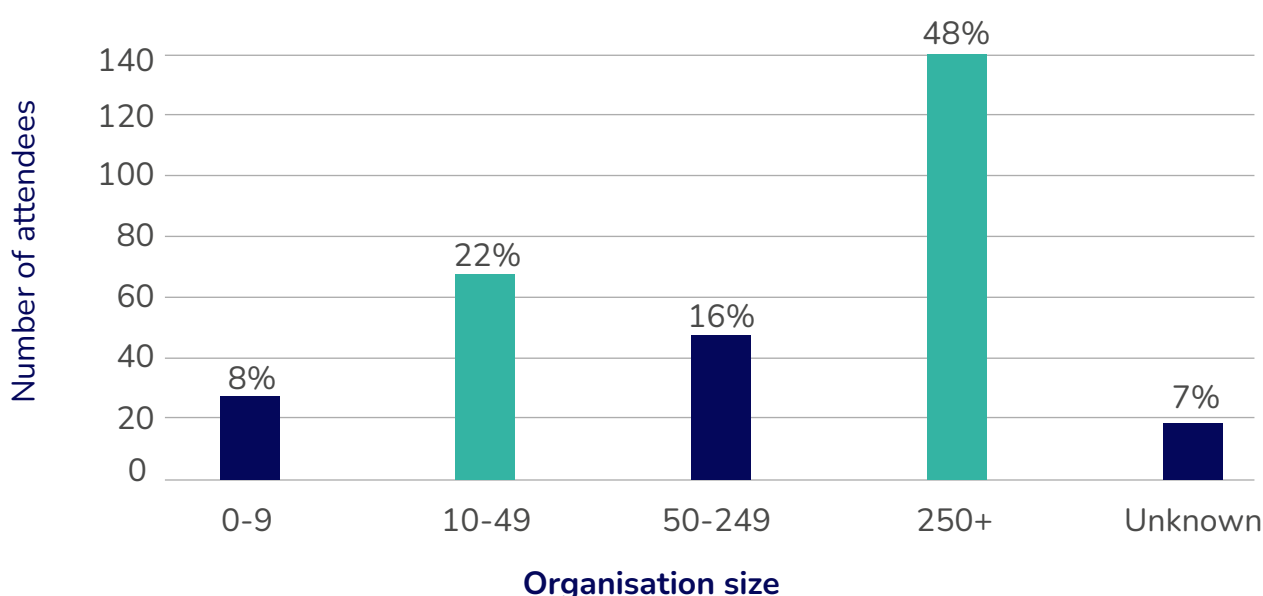
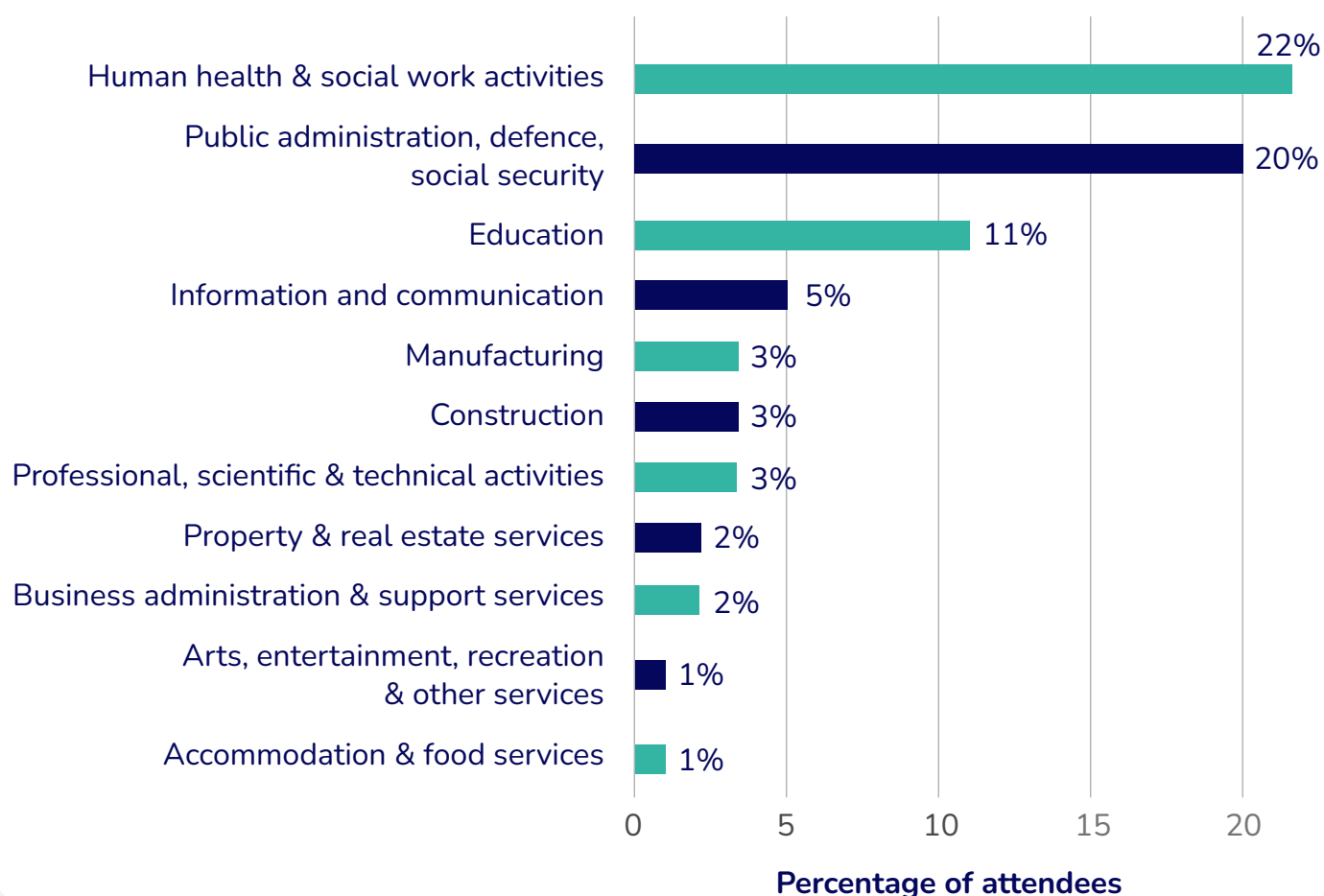
Figure 19: HWW webinar attendees 2025-26, proportion by organisation size (n=292)

Figure 20: HWW webinar attendees 2025-26, proportion by industry sector (n=292)

Attendees are asked to complete a feedback questionnaire (*Table 5*) after the webinar. A total of 77 feedback responses were received, giving an average response rate of 26%. Of these, 95% rated the webinars as four or five stars out of five.

Table 5: HWW webinar feedback responses summary

WEBINAR	NO. FEEDBACK FORMS RECEIVED (FEEDBACK RESPONSE RATE %)	% SCORING 4 OR 5 STARS OUT OF 5	% SCORING 5 STARS OUT OF 5
Neurodiversity ADHD in the workplace	36 (40%)	97%	92%
Managing sickness absence for employers	13 (16%)	92%	31%
Healthy Travel	13 (36%)	100%	69%
Understanding and managing workplace conflict	15 (17%)	94%	53%

QUOTES FROM WEBINAR ATTENDEES:

// I FOUND IT USEFUL AS I'M IN THE PROCESS OF REVIEWING MY ORGANISATION'S ATTENDANCE MANAGEMENT POLICY WITH A GREATER FOCUS FOR WELLBEING. //

// I FOUND THE INFORMATION ABOUT DIFFERENT TYPES OF NEURODIVERSITY AND DIFFERENT TRAITS REALLY HELPFUL AND INTERESTING. I FOUND THE FOCUS ON THE POSITIVES BUT PRACTICAL TIPS ON SUPPORTING CHALLENGES WAS ALSO HELPFUL. //

// GOOD TO SEE WORKED EXAMPLES OF HOW WELLBEING INITIATIVES ARE WORKING IN THE WORKPLACE, VERY INSIGHTFUL AND GREAT TO HEAR ORGANISATIONS DOING GREAT WORK WHICH I CAN TAKE ON BOARD AND TRY AND IMPLEMENT. //

// VERY INFORMATIVE, LOOKING AT THE STRENGTHS OF NEURODIVERGENCE AND HOW BEST TO SUPPORT IN THE WORKPLACE. //

// LOTS OF USEFUL INFO AND USEFUL TOOLS TO APPLY IN THE REAL WORLD. //

// THIS SESSION WAS VERY INFORMATIVE AND USED GREAT TERMINOLOGY. //

// LOTS OF GOOD PRACTICE ON PROMOTING HEALTHY TRAVEL. //

// PROVIDED SOME INTERESTING IDEAS AND ALTERNATIVE WAYS OF APPROACHING CONFLICT. //

// THE WEBINAR GAVE ALTERNATIVE APPROACHES THAT I HAD NOT THOUGHT OR HEARD OF BEFORE. //

// LOTS OF TIPS FOR ORGANISATIONS AND FOR PERSONAL CHANGES. //

7

EVENTS

7.1 EVENTS HELD

The official launch event for the new HWW free services was held on 12 November.

The event formally introduced the *Employer Survey Tool*, *Workplace Adviser Support Service* and *Peer Mentoring Programme* to employers and stakeholders across Wales, promoting engagement with these new, free-to-access resources.

There were 117 registrations, with 78 delegates attending on the day; exhibitor stands from HWW, RCS, Hapus, Case UK, Mind in Powys, Business Wales and CIPD provided an opportunity to promote and signpost the services they offer.

The attendees included employers and partner organisations who joined us to launch new HWW programmes through learning, discussion and networking. The event featured guest speakers and highlighted the importance of supporting employee health and wellbeing in Wales. Sarah Murphy MS emphasised the Welsh Government's commitment to workplace wellbeing, while Professor Jim McManus spoke about building healthier, more supportive workplaces. Admiral shared a real-world success story and PHW's Mental Health and Wellbeing Team presented insights on the mental health of young people aged 16–24.

The session concluded with a solution-focused workshop, generating practical ideas for how employers can better support young people in work.



THE HWW TEAM

The top three industries in attendance were manufacturing (19%), health and social care (40%) and education (40%).

Overall, evaluation from the event indicated that all participants found the event beneficial, informative and relevant to their sectors. Three key themes emerged; creating an internal event checklist, improving access to the evaluation form, and expanding mental health resources. These highlight clear opportunities to enhance the attendee experience at future HWW events.

The event was covered in several internal and external news pieces:

- [North Wales Chronicle](#)
- [South Wales Argus](#)
- [The Narbeth and Whitland Observer](#)
- [Public Health Network](#)
- [Business Wales](#)
- [Public Health Wales](#)



EVALUATION FROM THE EVENT INDICATED THAT ALL PARTICIPANTS FOUND THE EVENT BENEFICIAL, INFORMATIVE AND RELEVANT TO THEIR SECTORS.

7.2 EVENTS ATTENDED

HWW continued to participate in events and networking sessions to promote our free services to employers, with attendance at 29 events (Appendix 2).



8 FOCUS AREAS

8.1 DISABLED EMPLOYEES

A *Disability Lived Experience Engagement Model* has been developed to strengthen how the voices of disabled people and those with long-term health conditions are embedded across Healthy Working Wales activity.

The model sets out a clear, structured approach to involvement supporting co-design, accessibility and continuous learning whilst ensuring alignment with key Welsh Government priorities, including Fair Work and the Wellbeing of Future Generations (Wales) Act.

It brings together a range of engagement methods, from lived experience groups and co-design workshops to surveys, success stories and participation in communications, ensuring both strategic input and broad representation.

This provides a strong foundation for more consistent, inclusive and participatory approaches to programme design, delivery and evaluation, with implementation and testing planned to inform future refinement and impact.

8.2 YOUNG EMPLOYEES (AGED 16-24)

2025-26 saw HWW completing a number of workstreams to gain an evidence-based understanding of the challenges facing young people in obtaining and retaining work in Wales.

Work included a roundtable discussion, rapid evidence review, and insights gathering through workshops and surveys.

The culmination of these workstreams will be the launching of two new guides in 2026: '*Thriving at Work*' – A Young Person's Guide, and '*Supporting Young People at Work*' – An Employer's Guide. Additional resources will be developed and delivered during 2026-27.



8.2.1 ROUND TABLE – SUPPORTING YOUNG PEOPLE IN THE WORKPLACE

A round table discussion took place at the HWW event in November, bringing together 78 participants from organisations across South and Mid Wales. The discussions explored how workplaces can more effectively understand, support and engage young employees aged 16-24. They focused on the realities young people face when entering the workforce and identified ways employers can improve the conditions that help them remain and progress in work.

Following the event, a thematic analysis was then carried out to identify the key issues, patterns and recurring ideas shared by participants. The analysis enabled us to highlight six overarching challenge areas and nine practical recommendations for employers, ensuring the findings in this report are grounded in the real experiences, reflections and solutions generated during the discussions.

The Employer Round Table Report is available on the [Healthy Working Wales website](#).



8.2.2 RAPID EVIDENCE REVIEW

HWW undertook a rapid evidence review to look at the health, wellbeing and employment challenges facing young people aged 16-24. The aim of the review was to support HWW and other stakeholders through identifying evidence about what helps young people not only enter work, but remain in good quality, sustainable employment that supports their health and long-term prospects.

The review highlighted that young people's employment outcomes are shaped by a complex interaction of structural, personal and organisational factors. While many interventions can help young people access work, the evidence shows that sustaining employment and supporting progression remains a significant challenge, particularly for those with mental health needs or other disadvantages.

The most promising approaches tend to be multi component, personalised and relational, combining practical support, skills development, wellbeing support and strong delivery quality. However, the overall evidence base remains limited by short term evaluations, inconsistent outcome measurement (especially for wellbeing), and a lack of long-term follow up.

The final report made 16 evidence informed recommendations to support prevention, improve workplace quality, strengthen system integration, and promote sustainable employment outcomes for young people.

8.2.3 INSIGHTS WORKSHOPS AND SURVEYS

The Young People in Employment project was commissioned by HWW to gain an improved understanding of the health and wellbeing needs of young employees in Wales, particularly in relation to mental health.

Five workshops (33 attendees) were held online and in-person with young workers and employers of young workers, along with a survey (24 responses) shared with young workers nationally.

Key findings:

- Stability and belonging are essential
- Leadership or management behaviour shapes everything
- Wellbeing and a supportive, psychologically safe environment are important
- Clarity and structure reduce anxiety
- Connection, via strong relationships, is a protective factor
- Authenticity matters more than policy

8.3 WORKPLACE NATURE WELLBEING CALENDAR WITH RSPB CYMRU

When workplaces support nature connectedness, it can make a big difference to how employees feel. A workplace that encourages time in nature can help staff stay healthier, happier and more motivated in their jobs.

To help workplaces engage with nature connectedness, HWW have co-produced a Workplace nature wellbeing calendar with RSPB Cymru. HWW and RSPB Cymru held two online workshops with interested organisations to collaborate and get feedback on the calendar.

HWW are looking forward to launching the Workplace nature wellbeing calendar and hosting a webinar during Wales Nature Week in July 2026 – Connecting with nature at work.

David from RSPB Cymru says:

“Enabling people to connect with nature through their workplaces is an important way of supporting employees with their health and wellbeing. In addition, evidence, for example from studies by Harvard Business School, shows this has benefits for the business too since it can contribute to staff wellbeing and performance in a meaningful fashion.”



9

POLICY AND ADVOCACY

Jack Sargeant MS, Minister for Culture, Skills and Social Partnerships announced on 22 April 2025 that £10 million in UK Government funding will be used to deliver three trailblazer pilot projects in Blaenau Gwent, Denbighshire and Neath Port Talbot in 2025-26.

This was promoted in the HWW newsletter and the Consultant in Public Health presented at the Trailblazer Control Board in September.

Response to the UK Government's call for evidence on employment support for disabled people (submitted 29/08) drawing on programme evidence and internal reports to provide a robust, evidence-informed submission. This work supported the translation of practice-based insights into a national policy context, contributing to wider discussions on improving inclusive employment experiences for disabled people.

HWW Consultant Lead was interviewed by Radio Wales on 06 November as part of a discussion on people off work due to sickness. Responding to Sir Charlie Mayfield's recently published Keep Britain Working Review, emphasising the commitment of HWW to prevent sickness absence, supporting people to stay in work, and helping employers in Wales build healthier, more resilient workplaces.

HWW strengthened its links with academic partners through engagement with researchers at Aberystwyth University, spanning expertise in labour economics, disability studies and gender studies. The research team is developing a major funding proposal focused on disability benefit take-up and employment gaps in Wales, with a particular emphasis

on SMEs, lived experience and individuals with chronic and energy-limiting conditions. As part of preparatory work already funded, a series of facilitation groups will take place in late May and June to explore SME challenges, gaps in training, and inclusive workplace practices. HWW will support this early-stage development by attending the networking events in June, providing an opportunity to share insight, strengthen partnerships and ensure alignment with employer needs and priorities.

HWW worked in partnership with the Early Years Team in Public Health Wales (PHW) to improve support for breastfeeding employees across Wales. Following a national survey of employees and line managers, HWW delivered an awareness campaign including employer guidance, newsletter, success stories and online resources. This work highlighted significant demand for employer support and led to the establishment of a multi-agency Task and Finish Group. The group has overseen the development of the Breastfeeding Wales Toolkit, webinar and training resources, which will launch in August 2026 to support employers in creating breastfeeding-friendly workplaces across Wales.

HWW is part of the new Pan-Wales Health and Employability Forum, led by the Department of Work and Pensions (DWP).

10

FORWARD LOOK: 2026-27

IN 2026-27, HWW WILL CONTINUE TO SUPPORT EMPLOYERS IN WALES WITH:

- 1** Two new guides for young people at work will launch off the back of this year's evidence and insights work: 'Thriving at Work – A Young Person's Guide' and 'Supporting Young People at Work – An employer's Guide'.
- 2** Group sessions for young people entering the workplace will be trialled, based off the 'Thriving at Work – A Young Person's Guide'.
- 3** Further HWW webinars taking place, including: Financial wellbeing, Understanding and managing workplace conflict part 2, Connecting with nature at work, Supporting breastfeeding employees, MECC, In-Work Support, Bullying and harassment at work, Psychological safety, Young people, Introduction to public health services.
- 4** The pilot session of a new HWW First Steps: Workplace Wellbeing group session will take place in June, with subsequent launch of rolling sessions from August 2026.
- 5** Over 15 new A-Z Topic pages on the HWW website will launch, including: Psychological safety, Anxiety, Remote working and First aid at work.
- 6** HWW Recognition Badges will launch for employers.
- 7** Launching of the *Workplace Nature Wellbeing Calendar* and hosting a webinar during Wales Nature Week in July.

8 A new commission will be awarded to a provider to complete insights workshops with older employees (aged 50+) in Wales, focused on workplace challenges and solutions to remaining in work.

9 The next phase of HWW social marketing and promotion will begin, with work planned throughout the year to increase awareness and engagement with HWW.

10 HWW staff will attend multiple events as speakers and exhibitors to engage with employers and promote our services.

11 HWW will host at least two in-person events for employers to access workplace support, in July and November.



11

APPENDICES

APPENDIX 1: HEALTH A-Z WEBPAGES ADDED IN 2025-26

Topics published in the A-Z topic section of the HWW website in 2025-26:

- Active workplaces
- Alcohol use in the workplace
- Breastfeeding support in the workplace
- Burnout and fatigue in the workplace
- Cold weather advice for workplaces
- Communication in the workplace
- Conflict management
- Corporate Social Responsibility in the workplace
- Diabetes support for employees
- Employee development
- Fair work employers
- Financial wellbeing in the workplace
- Flexible working
- Flood advice for workplaces
- Health and safety in the workplace
- Health conditions, impairments and disabilities
- Healthy eating in the workplace
- Hot weather advice for workplaces
- Infection prevention and control in the workplace
- Menopause support at work
- Mental health and wellbeing at work
- Musculoskeletal health in the workplace
- Nature connectedness
- Neurodiversity in the workplace
- Screening and vaccinations
- Sickness absence management
- Sleep and productivity
- Smoke-free workplace support
- Social connection at work
- Stress management in the workplace
- Suicide support
- Sun safety for outdoor workers
- Supporting employees with sight loss
- Sustainable workplaces
- Young employees in the workplace

APPENDIX 2: EVENTS ATTENDED BY HWW IN 2025-26 HWW

DATE	TITLE	PROVIDER	FORMAT
26/03	CIPD health and wellbeing half day conference N WALES	CIPD	In person
25/06	BITC employee wellbeing event	BITC	In person
03/09	FSB South Wales Small Business Conference	FSB	In person
17/11	Together: Celebrating Wales' whole systems approach to healthy weight	PHW	In person
04/11	People & Skills Network meeting	CBI	In person
24/11	CIPD SE branch wellbeing event	CIPD	In person
08/12	Connecting Clwyd	Business Wales	In person
12/01	Grŵp Gogs	Business Wales	In person
27/01	Innovations in Circular Economy: Learning from Welsh Organisations 2026	CEIC Wales	In person
29/01	Conwy business event		In person
03/02	Prevention Programme workshop	HSE	In person
03/02	Chambers Wales Women's Network	Chambers Wales	In person
05/02	CIPD Wales Conference	CIPD Wales	In person
12/02	Chambers Wales wellbeing forum	Chambers Wales	In person
23/02	How Can a Prevention-First and Person-Centred Approach Keep Britain Working?	IOSH	In person
24/02	Healthy and Sustainable Pre-Schools	HSPS Cardiff	In person
25/02	Business Wales cluster meeting	Business Wales	In person
26/02	WG Trailblazer event – Tackling Economic Inactivity in Wales – Shaping the Future Together.	WG	In person
27/02	CIPD Workplace wellbeing in action	CIPD N Wales	In person
04/03	North Wales women's health conference	Bangor University	In person
09/03	Grŵp Gogs	Business Wales	In person
19/03	Connect to Work	Bridgend Business Forum	In person
25/03	Keep Wales Healthy	Case UK	In person



Cymru Iach ar Waith
Healthy Working Wales

healthyworkingwales.wales