

2025/26 HEALTH & WELLBEING PRIORITIES

RAG KEY:	Work started and on track as per quarter milestone
	Work on-going but slightly behind as per quarter milestone
	Work not started and unable to achieve quarter milestone
	Action closed before completion

TRUST BOLD AMBITION:	OUR PEOPLE
PRIORITY 4:	Workforce Resilience and Development
	Strengthen YAS as a great place to work and volunteer by supporting career development, wellbeing and culture of excellence to improve staff retention and sickness absence management, with a particular focus on completing the IUC change programme.

NHS Framework	YAS Theme	Driver	Priority (Planning)	Measurement for improvement (Controls)	RAG STATUS	QUALITATIVE MEASURES	FEEDBACK
CORE OFFER							
PERSONAL HEALTH & WELLBEING	YOUR HEALTH & WELLBEING	Mental Wellbeing	(1) To develop and deliver a mental health programme for staff to support their mental wellbeing by March 2026.	Create a baseline of number of stakeholders engaged with. Create a baseline of number of departments engaged with including number of contacts. Number of different types of interventions introduced capturing impact using different methodologies. Portfolio of anonymised case studies (positive and negative impact)		217 139 20 See column I	"I am made to feel comfortable" "Drop-ins are extremely useful. Leonie is easy to talk to and has given me helpful advice"
		Physical Wellbeing	(2) To develop and deliver a physical fitness programme for staff to support their physical wellbeing by March 2026.	Deliver 95% of recruitment physical competency assessments against the workforce plan. (Booked PCAs) 100% of candidates supported following unsuccessful PCA with documented outcome. Increase the Number of new H&F interventions for YAS staff implemented against the baseline of 2 in 2024/25 Increase total number Page Views of H&F Pulse pages from a monthly average of 84 - 24/25. To a monthly average of 130 views over the year. Maintain feedback response rate following PCA. Base line response rate 53% - 24/25. New - develop a Portfolio of case studies (positive and negative impact) following engagement / interventions.		98% 2 individuals in Q2 119 1037 61% see column I	"I feel slimmer, I look better. Shirts feel better and I feel like internally my body is better now. Defo would have helped with my fatty liver and helps with diabetic borderline reduction too...." "...I frequently visit the gym now, mostly after a 12-hour shift without feeling exhausted. I have increased my running rate and pace, my blood sugar are significantly improved, and while I am not sure I can attribute this to the program, but my blood pressure has also stabilised for most the time." "I feel a lot more energetic, and I can tell the difference with my size from the weight loss... I have a better relationship with foods too..." "I am going to carry on and keep going so I can keep on track and fall into bad habits." "...I have been trying to lose weight for the last few years and got nowhere despite being good. Now I know about food composition, gym and the weight is coming off and my body shape changing."
		General HWB	(3) Focus on prevention promoting self-care and campaigns to improve mental, physical, emotional and financial wellbeing from baseline working in collaboration with relevant stakeholders	Staff feedback via digital platform and face to face following engagement campaign Page clicks following online engagement against baseline of 0 Number of staff engaged Number of departments engaged in campaigns Portfolio of case studies (negative and positive impact) People Promise - improvements in NHS staff survey results by 1% from baseline of 2024 survey results.		See column I 2263 146 all - regular comms going out see column I awaiting 2025 results 7.2% increase (712)	Positive feedback received when engaging face-to-face. Investment day input well received with a lot of staff not aware of full HWB offer
		General HWB	(4) To undertake, analyse and share the annual Health Needs Assessment in conjunction with stakeholders, to identify improvement areas by October 2025	Increasing the number of assessments completed by 5% against the baseline of 664. Identification of top three priority areas and review against the top three from 2024/25. You Said We Did Campaign - using results from 2025 survey.		Health checks, weight mgt & healthy eating Shared at HWB Group and Pulse and poster	
IMPROVEMENT WORKS							
PROFESSIONAL WELLBEING SUPPORT	PROFESSIONAL WELLBEING SUPPORT	OH Project	(5) To research and deliver an immunisation programme including a pilot across all academy sites by March 2027.	Cost comparison against internal/external delivery of sample group. Optima DNA's Optima SNC's Number of Spoilage and DNA appointments Number and percentage attended/DNA Number and percentage of new starters received within one month of start date Customer feedback via QR code		Completed cost comparison 130 91 Remainder 4 measures will be tracked via pilot, started Jan '26	
		OH Project	(6) Develop a needs-driven business proposal with a clear vision for the provision of Occupational Health services in YAS by March 2028	Number of Trusts engaged with to share learning. Number of Acute Trusts engaged with to explore collaborative working opportunities Stakeholder Feedback Survey Stakeholder In Person/Teams feedback sessions Approval of business case by Q3 26/27 Procurement and implementation from Q3-Q4 26/27 onwards New services live April 28.		9 3 43 responses in June to start Q1 26/27 BC approved at TEG on 17th Dec '25 -	
		Trust Priority	(7) To support improvements to Trust sickness absence management from baseline (7.1% to 6.6%) by the end of 2025/26 financial year	Number of training sessions delivered across YAS service areas by department. Increase number of engagements with each department by 5% to provide advice and guidance to support absence management - against a baseline of 100 from 2024/25 Audit of 20 referrals by Optima Health comparing the improvements to quality and content against the baseline from 2024/25, providing feedback to relevant departments. Decrease the number of DNA/SNCs by 10% against the 24/25 baseline of 1200? Stakeholder In Person/Teams feedback sessions		11 134 48 35% (785) 1 delivered, alot cancelled due to non-attendance of managers	
		General HWB	(8) To develop and implement a three tiered approach to Wellbeing Support following the review of the Post Incident Care (PIC) ensuring accessibility to staff with RISE to be launched by July 2026.	Deliver against the milestones against QI PID Establish project team and development of process. Capture data on utilisation of current PIC process No. manager referrals No. self referrals No. completed with no further interventions No. completed with further interventions.		- Be Well Working Group in place : 452 (no March data) 32 (no March data) 217 (no March data) 95 (no March data)	
NEW OPPORTUNITIES							
PERSONAL HEALTH & WELLBEING	YOUR HEALTH & WELLBEING	General HWB	(9) To be an active member of the NHS Micro exercises pilot steering group and be involved in the proposed project MS Teams App Pleaz pilot for the period of January 2025 to March 2026.	Number of ambassadors recruited to promote the pilot project against a baseline of zero Number of unique visits to the App via MS Teams against a baseline of zero Identification of the frequently used Pleazes by month Staff feedback via the PLEAZ digital platform and quarterly reports.		2 310 Gentle Movements see column J	85% of the respondents found it easy to use the micro-exercises 77% of those who had tried Pleaz enjoyed the exercises Most participants noticed a positive physical wellbeing impact (46% moderately, 21% significantly) Most participants noticed a positive mental wellbeing impact (42% moderately, 25% significantly) Most are likely to recommend the micro-exercises to colleagues