



Wellbeing@Work

A guide to our workplace wellbeing service.



Registered charity number: 235434

Registered address: X Centre, Commercial Road Exeter, Devon, EX2 4AD

Introduction

At Step One, we believe in creating happier, healthier more collaborative workplaces where people feel valued, supported, and able to thrive. Our engaging, evidence-based workshops and bespoke programmes help organisations put mental well-being and inclusivity at the heart of their culture, building environments where everyone can reach their full potential.

What is Wellbeing@Work

By focusing on the nervous system's role in stress response, we help workplaces develop a deeper understanding of mental health, well-being, and neurodiversity. When teams understand how their minds and bodies respond to stress, they're better equipped to manage challenges, build resilience, and support one another—leading to a stronger, more engaged workforce.

Our interactive workshops provide teams and leaders with practical strategies to support diverse wellbeing needs, develop healthier stress responses, and create a culture where everyone feels safe and included. By helping organisations proactively support their people, we boost wellbeing, reduce absenteeism, and improve staff retention...

**because when people feel good,
businesses do better.**

“Poor mental wellbeing costs employers in the UK an estimated £42 billion to £45 billion annually through presenteeism, sickness absence and staff turnover.”

Deloitte. (2020). Mental health and employers: refreshing the case for investment



Why choose us?

We do more than just deliver training – we create real, lasting cultural change. With a fresh, people-first approach, we understand the challenges of today's workplaces and offer practical solutions that make a real difference.

Here's why organisations trust us.

Innovative, evidence-based learning

Our workshops, designed by our in-house psychologist, are grounded in the latest research and best practices. Using proven learning strategies, we ensure maximum engagement, better retention, and real-world impact that makes a lasting difference.

Enriched by lived experience

Our training is shaped by individuals with real-life experience, adding authenticity, depth, and practical insights to every session, ensuring a meaningful and transformative learning experience.

Expert-led training

Our sessions are delivered by experienced mental health professionals, including experts from clinical practice, counselling, and nursing. We provide engaging, practical training designed to foster healthier, more supportive workplaces.

Choice and flexibility

We offer a range of training options, from quick 'Lunch and Learns' to full-day workshops, all delivered in-person, online, or on-site. Every session is tailored to meet your organization's unique need

A training investment that makes a difference

As a charity, every session you book directly supports our core mental health services. Your investment not only benefits your organisation, it also helps change lives and improve mental health in the wider community.



What support does Wellbeing@Work offer to individuals?

Our work environments play a crucial role in shaping employee stress, resilience, and performance. By recognising early signs of disengagement, overwhelm, and burnout, organizations can intervene proactively. Creating a culture of psychological safety helps teams feel supported, emotionally balanced, and engaged. When employees feel safe and connected, they perform better, and teams thrive

Examples of areas where we can help include:

- The importance of mental wellbeing in the workplace.
- How the nervous system responds to stress and everyday challenges.
- Boosting productivity and focus by maintaining emotional balance.
- Creating a psychologically safe and inclusive workplace.
- Communicating in ways that build trust, clarity, and collaboration.
- Recognising signs of disengagement, stress, and sensory overwhelm
- Leading with awareness and adaptability to foster wellbeing and success.



Predesigned courses

Recharge, Thrive, Connect: A Fresh Approach to Workplace Wellbeing

In this interactive workshop, employees will explore the powerful connection between the mind and body and how the nervous system shapes our responses to everyday challenges. Rather than simply aiming to reduce stress—an unavoidable part of any workplace—we equip individuals with the knowledge and tools to understand, engage, and regulate their nervous system. By building awareness and resilience, participants will learn to navigate stress more effectively, stay balanced, focused, and in control, even in high-pressure situations.

Participants will learn to recognise early signs of stress and overwhelm and gain valuable insights into common mental health conditions. Through practical, personalised strategies, they will develop long-term resilience, improve emotional regulation, allowing them to take proactive steps toward maintaining well-being. By strengthening their ability to navigate stress and enhance workplace connections, individuals can unlock their full potential and contribute to a healthier, more supportive, and thriving work environment.



Understand, Support, Empower: A New Approach to Neurodiversity at Work

In this interactive workshop, employees will explore how different brains experience and interact with the world, fostering a deeper understanding of neurodiversity in the workplace. Rather than focusing on challenges alone, we equip individuals with the knowledge and tools to recognise and support diverse cognitive needs, creating an environment where everyone can thrive. By increasing awareness and practical skills, participants will learn how to foster inclusivity, reduce misunderstandings, and build a workplace that values and empowers all ways of thinking.

Participants will gain insights into common neurodivergent experiences, from sensory sensitivities to communication differences, and discover practical strategies to create a more supportive and accessible work environment. Through small but meaningful adjustments, they will develop skills to enhance collaboration, boost confidence, and create a culture where neurodivergent employees feel valued and understood. By fostering psychological safety and embracing cognitive diversity, organisations can unlock innovation, strengthen team dynamics, and support the well-being of all employees.



Inclusive Leadership: Nurturing Mental Wellbeing in Teams

A thriving workplace begins with a culture of care. This workshop empowers managers with the knowledge and confidence to support their team's mental well-being, fostering a resilient, collaborative, and high-performing workforce. Rather than waiting for stress to arise, we focus on creating the right conditions where employees feel calm, connected, and empowered to perform at their best.

Managers will learn how to recognise the early signs of stress and burnout, develop supportive conversations, and implement practical strategies that prioritise psychological safety and well-being. By championing mental well-being, leaders can boost team morale, reduce absenteeism, and create an environment where employees feel valued, supported, and ready to thrive.

“According to Ibid, recent research finds that, on average, there is a positive return on investment of around £5 for every £1 invested in mental health interventions in the workplace.”



Inclusive Leadership: Embracing & Empowering Neurodiverse Teams

Great leadership starts with understanding and embracing how people experience the world. In this interactive workshop, managers will explore how different minds respond to workplace demands, communication styles, and environments. By deepening their understanding of neurodiverse teams and learning how to recognise and support diverse cognitive needs, leaders can foster a culture where every employee feels valued, understood, and empowered to thrive.

Rather than focusing on challenges, this workshop highlights the unique strengths neurodivergent employees bring to the workplace. Managers will gain practical strategies to embrace diversity, create psychologically safe, adaptable workspaces, improve collaboration, and implement simple yet impactful adjustments that enhance productivity and well-being. By cultivating trust, flexibility, and empowerment, organisations can unlock the full potential of their people—building stronger, more innovative, and inclusive teams.



Wellbeing@Work Bespoke Packages

We understand that every organisation has unique challenges and goals when it comes to employee well-being. That's why we offer flexible, bespoke packages designed to meet your specific needs. Our Bronze, Silver, and Gold tiers provide varying levels of support, from foundational training to in-depth workplace wellbeing programmes, ensuring impactful and meaningful change.

Each package begins with a consultation with our Business Development and Delivery Manager, helping you identify the most suitable option for your organisation. The level of psychological expertise, number of activity hours, and depth of intervention increase with each tier. If additional support is required beyond the standard packages, we can tailor a solution that aligns with your organisation's needs.

Bronze – Essential Wellbeing Workshops

A foundational programme providing tailored workshops to support employee wellbeing. This package could include:

- Initial consultation with our Business Development and Delivery Manager to identify key focus areas and determine the most suitable tiered package.
- Follow-up consultation to gain a deeper understanding of organisational needs, ensuring workshops are tailored to specific goals.
- Bespoke workshop content and materials developed by a Clinical Psychologist to align with organisational objectives.
- Up to 8 hours of tailored intervention facilitated by the Training Lead.
- Feedback collection & discussion – Post-session surveys followed by a discussion with the organisation to share key findings and insights.

Silver – Enhanced Wellbeing Programme

A more personalised approach, incorporating psychological expertise for deeper engagement and targeted interventions. This package could include:

- Initial consultation with our Business Development and Delivery Manager to identify key focus areas and determine the most suitable tiered package.
- **Focused consultation with our Business Development and Delivery Manager and Clinical Psychologist, engaging key stakeholders to gain insights into organisational challenges and training needs.**
- Optional employee survey to gather further insights into specific needs.
- **Post-consultation report summarising key findings and tailored recommendations.**
- Bespoke workshop content and materials developed by our Clinical Psychologist and Training Lead, ensuring evidence-based, targeted interventions.
- **8–12 hours of tailored intervention facilitated by the Training Lead.**
- Structured feedback & discussion – Post-intervention surveys and discussions with participants and key stakeholders to review insights, assess impact, and share key findings with the organisation.



Gold – Comprehensive Organisational Wellbeing

A fully tailored, strategic programme integrating psychological expertise and in-depth analysis to drive lasting cultural change and long-term impact. This package could include:

- Initial consultation with our Business Development and Delivery Manager to identify key focus areas and determine the most suitable tiered package.
- **In-depth consultation with our Business Development and Delivery Manager and Clinical Psychologist, engaging key stakeholders to assess organisational challenges, workplace culture, and well-being priorities.**
- Employee well-being assessment – Organisation-wide surveys, focus groups, and/or one-on-one interviews to gather deep insights into employee needs and workplace dynamics.
- **Detailed findings report – A comprehensive analysis outlining key trends, challenges, and well-being priorities, supported by psychological insights and research.**
- Customised programme development – Bespoke workshop content, interventions, and resources developed by our Clinical Psychologist and Training Lead to address specific needs.
- **12+ hours of tailored intervention including workshops, coaching sessions, or leadership training.**
- In-depth evaluation & impact measurement – Post-intervention surveys, focus groups, and interviews with participants, managers, and senior leaders, followed by a comprehensive impact review.



FAQ's

How much does the bespoke training cost?

We aim to make our training as affordable as possible and offer competitive rates to meet your business needs. Pricing varies depending on the scope, duration, and number of participants, so please get in touch for a tailored quote.

Who is the training suitable for?

Our training is suitable for all workplace staff, from leadership teams and HR professionals to line managers and employees. We tailor our approach to suit different roles, industries, and levels of understanding.

Can the training be delivered online or in person?

Yes, we offer both virtual and in-person training options. We're happy to work with what's most convenient and accessible for your team. If in person we can come to your place of work, a training venue of your choice, or at the X Centre—our charity's beautiful training space located on Exeter's historic quay.

How long are the training sessions?

Session length can vary depending on your needs. We offer everything from 60-minute webinars to half-day and full-day workshops. We'll work with you to design a format that fits your schedule.

Do participants receive any materials or resources?

Yes, all participants receive a resource pack after the session, which include slides, workbooks, a wellness action plan, further reading, and signposting to external support services.

Do you offer follow-up support after the training?


Absolutely. We provide optional follow-up consultations, additional resources, and ongoing support to help your organisation implement what you've learned and keep the conversation going.

Are your trainers experienced in mental health and neurodiversity?

Yes, all our trainers have professional experience in mental health and neurodiversity. They bring empathy, insight, and practical knowledge to every session.

How do I book a training session or find out more?

You can get in touch with us via our [+contact form/email/phone number]. We'll be happy to discuss your needs, answer any questions, and guide you through the booking process.



Our bespoke packages ensure that organisations receive the right level of expert-led training, psychological insight, and strategic support to create a healthier, more engaged workforce.

Contact us today to find the perfect solution for your team:

Email: training@steponecharity.co.uk

Phone: 07775 673808

