



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 wellbeing 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 an enhanced understanding of mental wellbeing and inclusivity. 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 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 organisation'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.

Decades of wellbeing expertise

With over 80+ years of experience, Step One (formerly St Loye's College) has a long and proud legacy in occupational support, mental health, and neurodiversity, helping organisations build inclusive, resilient workplaces where everyone can thrive.



What can Wellbeing@Work do for your organisation?

Our work environments play a crucial role in shaping employee stress, resilience, and performance. By recognising early signs of disengagement, overwhelm, and burnout, organisations 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

For who: Suitable for all employees

Duration: Full day

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 stress. Rather than simply aiming to reduce stress—at times 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 and 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

For who: Suitable for all employees

Duration: Half day

In this interactive workshop, employees will explore how different people experience and interact with the world, fostering a deeper understanding of neurodiversity in the workplace. We equip individuals with the knowledge and tools to recognise and support diverse wellbeing needs, creating an environment where everyone can thrive. By increasing awareness and practical skills, participants will learn how to promote inclusivity, 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 diversity, organisations can unlock innovation, strengthen team dynamics, and support the wellbeing of all employees.



Inclusive Leadership: Nurturing Mental Wellbeing in Teams

For who: Suitable for Managers and Leaders

Duration: Half day

A thriving workplace begins with a culture of care. This workshop empowers managers with the knowledge and confidence to support their team's mental wellbeing, fostering a resilient, collaborative, high-performing team. 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 wellbeing. By championing mental wellbeing, leaders can boost team morale, reduce absenteeism, and create an environment where employees feel valued, supported, and ready to thrive.

“According to Deloitte (2020), 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 Neurodiversity

For who: Suitable for Managers and Leaders

Duration: Half day

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 wellbeing needs, leaders can develop a culture where every employee feels valued, understood, and empowered to thrive.

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 adjustments that enhance productivity and wellbeing. 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 wellbeing. 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 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 support increase with each tier. If additional support is required beyond the standard packages, we can tailor a solution that aligns with your needs.

Bronze – Essential Wellbeing Workshops

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

- Initial consultation with our 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 our in-house clinical psychologist to align with organisational objectives.
- Up to 8 hours of tailored support facilitated by the training lead.
- Feedback collection and 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 support. This package could include:

- Initial consultation with our Development and Delivery Manager to identify key focus areas and determine the most suitable tiered package.
- **Focused consultation with our Development and Delivery Manager and Clinical Psychologist 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 in-house clinical psychologist and training lead, ensuring evidence-based, targeted support.
- **8–12 hours of tailored support facilitated by the training lead.**
- Structured feedback and discussion – Post-support 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 Development and Delivery Manager to identify key focus areas and determine the most suitable tiered package.
- **In-depth consultation with our Development and Delivery Manager and Clinical Psychologist to assess organisational challenges, workplace culture, and wellbeing priorities.**
- Employee wellbeing 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 wellbeing 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 support including workshops, coaching sessions, or leadership training.**
- In-depth evaluation and impact measurement – Post-support 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 learnt 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 or phone number. We'll be happy to discuss your needs, answer any questions, and guide you through the booking process.

Pre-designed Course Price Guide

Course title	Format	Delivery Options	Starting Price	Ideal For
Recharge, Thrive, Connect A fresh approach to mental wellbeing	Full-day	Online or In-person	From £900 (online) From £1000 (in-person)	All employees who want to build resilience, manage stress more effectively, and take a proactive approach to their mental wellbeing.
Understand, Support, Empower Neurodiversity in the workplace	Half-day	Online or In-person	From £500 (online) From £600 (in-person)	All employees looking to better understand neurodiversity and contribute to a more inclusive, supportive workplace for everyone.
Inclusive Leadership Nurturing mental wellbeing in teams	Half-day	Online or In-person	From £500 (online) From £600 (in-person)	Managers who want to lead with empathy, support their team's mental wellbeing, and foster a culture of psychological safety and high performance.
Inclusive Leadership Embracing & Empowering Neurodiverse Teams	Half-day	Online or In-person	From £500 (online) From £600 (in-person)	Leaders committed to embracing neurodiversity, enhancing team collaboration, and creating inclusive environments where everyone can thrive.

Please note:


- Prices may vary based on group size, location, venue hire, and travel.
- Discounts are available for multi-session bookings or ongoing partnerships.

Need something a little different?

We can tailor any package to your organisation's goals, team size, or timeline. Chat with us to create a plan that works best for you. Get in touch for more details.

Bespoke Programmes Price Guide

Package Tier	What's Included	Suggested Price	Ideal For
Bronze Essential Wellbeing Workshops	<p>Initial consultation with our Development and Delivery Manager.</p> <p>Follow-up consultation to refine goals.</p> <p>Bespoke workshop content developed by our in-house clinical psychologist.</p> <p>Up to 8 hours of tailored intervention.</p> <p>Post-session feedback collection and summary discussion.</p>	From £1,500	Small to mid-sized organisations seeking foundational training tailored to specific wellbeing goals.
Silver Enhanced Wellbeing Programme	<p>Initial and focused consultation with our Development and Delivery Manager and Clinical Psychologist.</p> <p>Stakeholder engagement and needs assessment.</p> <p>Optional employee survey for added insight.</p> <p>Post-consultation report with tailored recommendations.</p> <p>Bespoke content developed by our in-house clinical psychologist.</p> <p>8–12 hours of delivery.</p> <p>Structured feedback and impact discussion.</p>	From £2,500	Mid to large organisations seeking deeper insight and targeted, evidence-based interventions.
Gold Comprehensive Organisational Wellbeing	<p>Strategic consultation with our Development and Delivery Manager and Clinical Psychologist.</p> <p>Stakeholder engagement, employee wellbeing assessments (surveys, interviews, focus groups).</p> <p>In-depth findings report with psychological insights.</p> <p>Fully customised programme of workshops, leadership coaching, and interventions.</p> <p>12+ hours of delivery.</p> <p>Comprehensive impact evaluation and post-programme review.</p>	From £5,000	Larger organisations or leadership teams looking to drive cultural change and long-term wellbeing impact.

A pink circular face with simple black line features for eyes and a smile. An orange speech bubble originates from the face, containing text.

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: workplacewellbeing@steponecharity.co.uk

Phone: 07775 673808

