

Team Wellbeing Offer

Pillar 1: Time and Space

Birthday Day Off: Every team member receives a paid day off on or around their birthday, separate from annual leave.

Wellbeing Day: one additional paid day per year to use for any personal or life needs, no questions asked. Moving house, a difficult appointment, a day when you simply need to breathe.

Flexible Working: Booth Centre offers flexible working arrangements. We commit to maintaining and expanding this as part of the wellbeing framework, whilst service delivery must remain central to our commitment.

Pillar 2: Support and Structure

Employee Assistance Programme (EAP): Booth Centre provides access to EAP, offering free, confidential counselling and support. We commit to actively reminding team members of this resource regularly, not just during onboarding.

Emotionally Aware Supervision: Regular 1-to-1 supervision at Booth Centre will include dedicated space for emotional check-in, not just case management. Line managers will be supported to hold this space well.

Mental Health First Aiders: At least one team member (Dep CEO) will be trained as a qualified Mental Health First Aider, giving the team a named, approachable person to speak with.

Annual Wellbeing Conversation: Every team member will receive a dedicated annual conversation focused entirely on their wellbeing, separate from their performance appraisal. This is a listening exercise, not an assessment, and will take place with the Wellbeing Lead (Dep CEO).

Incident Debrief Process: Following any difficult incident (death, crisis, distressing interaction), the team will have access to timely, structured debriefs (on the day typically) and will be given time out immediately following any such event. Reflective practice, clinical supervision, and increased support may all be considered proportionately.

Pillar 3: Culture and Leadership

Leadership Modelling: Managers and senior leaders will actively model the behaviours in this framework. This means visibly leading by example, leaving on time, and speaking openly about their own wellbeing where appropriate.

No Stigma Commitment: Booth Centre commits to an environment where seeking support and offering support is seen as a strength.

Team Survey: Every 6 months, we will run a short, anonymous team survey that includes listening to how the team is feeling and identifying where we can improve. Results will be shared and acted on.

Wellbeing as an Agenda Item: Team wellbeing will be a standing agenda item in 121a and leadership reviews, not an afterthought.

Team Days: Organise and fund four team days per year, one per quarter, dedicated to coming together, taking some time out and celebrating our work/wins, in various ways such as lunch, Christmas meal or a fun activity day.

Additional Wellbeing Benefits

Through conversation with your line manager, HR or the Wellbeing Lead, you may also be able to access any of the following:

Bike to Work Scheme (staggered loan repayment scheme)
Small, one-off loans (crisis situations, addressed confidentially and on an individual basis)
Compassionate leave (considered individually)
Extended working from home arrangements (in special circumstances)
Extended leave (in special circumstances)
Occupational Health Assessments
Workplace Adjustments
Enhanced Maternity & Paternity Leave (better than sector standard)
This list is not exhaustive, and may be evolving, as it is driven by an organisational aim to continue developing our offer to Our Team, as per our Strategic Aims and the commitment of the Senior Leadership Team.