



## BHAWA Foundation Level Pilot

Light-touch engagement lever/generator and transitional level for organisations who aren't able/ready to commit to the full process.

To be piloted initially within the Primary Care workstream (ICB funded and managed by BHAWA Coordinator), so no immediate implications for any LA delivery/providers. However, it is likely that this is something that will be rolled out (in agreement with Commissioners/Oversight Group) based on conversations, feedback and to generate more meaningful health and wellbeing activity within workplaces, with the added bonus of an accreditation kitemark.

This level will be introduced and offered from January 2023 with an initial pilot phase of 3 months.

### Overview:

Discretionary level – not mandatory and preferably (but not limited to) used for hard-to-reach/engage organisations/sectors (eg. primary care/social care). Ideally those who are willing/able will still begin at Bronze. This will help generate better quality, more strategic activity and allow for better integration and transition into the full award.

This level can only be completed once.

### Criteria:

- Train a minimum of 1 Health Advocate
- Run a light-touch staff survey (template provided) to provide baseline data and a trackable metric

This will consist of:

2 scaling questions –

rate your current physical health from 0-10

rate your current mental health from 0-10

And a list of approx. 10 top PH and workplace topics (TBC) for them to choose their top 3 priority areas that they'd like to see addressed/have more information on.

- Run 2 workplace campaigns on the top 2 topics that staff have chosen as their priorities.

We will provide 'campaign in a box' type materials/resources so that this can be delivered easily and is based on appropriate, evidence-based information and engaging activities. They are also welcome to deliver bespoke activities should they so wish.

- As part of your campaigns:
  - Develop one new communications method (eg. noticeboard, newsletter, team meeting standing agenda item, HWB intranet page, social media group, teams channel, etc)
  - Make/create/demonstrate an improvement to your workspace/facilities to support health and wellbeing (eg. noticeboard, water bottles and supply, better choices in vending, weighing scales in a suitable area, alternatives to caffeinated tea and coffee, etc)
- Provide 5-10 pieces of evidence to support all of the above activity.



**Timeline:** workplaces who choose this level will have a strict 6 months to complete.

**Assessment:** all submissions will be via the BHAWA submission portal and conducted by the allocated local WHIS/provider as a desk review only, with basic feedback. A fairly experienced assessor should be able to do this in about 15-30 minutes.

This level will be done on a rolling assessment basis, so they can be assessed and accredited as soon as they have completed. Ideally, they would then go on to progress to Bronze and would then be subject to the June-November timeline.

\*if they move straight to Bronze they will be permitted to include Foundation level info/activity if done within a designated timescale. TBC.

**Quality Assurance:** as this is light touch we will do a dip sample of 5% during the formal level process.

**Accreditation:** a new kitemark will be designed to recognise this level of achievement. Validity timeline still to be decided.

**Support:** participants at this level will get access to the website resources for the duration of their engagement and limited/light-touch support as capacity/resource will still be channelled to those engaging fully in the programme. The additional support and resources provided as part of the full programme will be used as an incentive to progress.

All learning from the pilot will be cascaded/shared and used to shape any full roll-out.