



Wellbeing Award

Purpose

The Wellbeing Award recognises organisations that demonstrate exceptional commitment to creating a healthy, supportive, and inclusive workplace where employee wellbeing is a strategic priority.

The award celebrates companies that proactively support the physical, mental, emotional, and financial wellbeing of their workforce, while addressing the unique challenges associated with operational, manufacturing, laboratory, logistics, engineering, and high-hazard environments. Judges will be looking for evidence that wellbeing is embedded within organisational culture, leadership, and day-to-day operations, delivering measurable benefits for employees and the business.

1. Wellbeing Strategy, Culture and Leadership (20%)

Evidence that employee wellbeing is embedded within the organisation's culture, values, and decision-making processes.

Judges will look for:

- A clearly defined wellbeing strategy and objectives
- Visible leadership commitment and accountability
- Wellbeing integrated into organisational values and culture
- Resources and investment dedicated to employee wellbeing
- Regular review and continuous improvement of wellbeing initiatives
- Evidence that wellbeing is considered alongside business performance and operational priorities

2. Mental Health, Psychological Safety and Emotional Wellbeing (20%)

Evidence of initiatives that support mental health and create an environment where employees feel safe, respected, and supported.

Judges will look for:

- Mental health awareness and education programmes
- Access to professional support services
- Training for managers and leaders
- Initiatives that encourage open dialogue and reduce stigma
- Programmes that build resilience and emotional wellbeing
- Evidence of a psychologically safe culture where employees feel able to raise concerns, report issues, and seek support without fear of negative consequences

3. Wellbeing in Operational and High-Hazard Environments (20%)

Evidence of initiatives specifically designed to address wellbeing challenges associated with operational workplaces.

Judges will look for:

- Fatigue management programmes and controls
- Support for shift workers and non-standard working patterns
- Workload management and workforce planning initiatives
- Programmes addressing stress associated with operational demands
- Measures to support employees working in high-pressure or safety-critical roles
- Consideration of wellbeing within risk assessments and operational planning
- Initiatives that recognise the link between wellbeing, human performance, and safety outcomes

4. Physical Health and Occupational Wellbeing (15%)

Evidence of initiatives that protect and enhance employees' physical health.

Judges will look for:

- Occupational health programmes and support services
- Health surveillance and monitoring where appropriate
- Ergonomic improvements and workplace design initiatives
- Programmes promoting healthy lifestyles and wellbeing
- Management of occupational health risks
- Support for employees returning to work following illness or injury

5. Employee Engagement, Inclusion and Support Networks (10%)

Evidence that wellbeing programmes are inclusive, accessible, and shaped by employee needs.

Judges will look for:

- Employee involvement in wellbeing planning and delivery
- Wellbeing champions, networks, or peer support programmes
- Initiatives supporting diverse workforce needs
- Employee feedback mechanisms
- High levels of participation and engagement
- Evidence that employees feel valued, supported, and included

6. Measurable Impact and Continuous Improvement (15%)

Evidence that wellbeing initiatives have delivered meaningful and sustainable results.

Judges will look for:

- Improvements in employee engagement and wellbeing metrics
- Positive employee feedback and testimonials
- Reductions in absence, turnover, or wellbeing-related concerns
- Increased utilisation of wellbeing support programmes
- Evidence of learning, evaluation, and continuous improvement
- Demonstrable links between wellbeing initiatives and positive organisational outcomes

Submission Requirements

Entrants should provide:

- An overview of their wellbeing strategy and objectives
- Details of key wellbeing initiatives and programmes
- Examples of how wellbeing is integrated into operational activities
- Evidence of leadership commitment and employee involvement
- Data demonstrating outcomes and improvements achieved
- Employee testimonials, case studies, or supporting evidence
- Future plans for further enhancing workforce wellbeing

Judging Considerations

Judges will place particular emphasis on:

- A proactive and holistic approach to wellbeing
- Leadership commitment and cultural impact
- Support for employees in operational and high-hazard environments
- Psychological safety and employee engagement
- Demonstrable and measurable outcomes
- Long-term commitment to continuous improvement

Examples of Eligible Initiatives

- Fatigue risk management programmes
- Shift worker wellbeing support
- Mental health and psychological safety initiatives
- Occupational health and exposure reduction programmes
- Workload management and resilience programmes
- Employee assistance and counselling services
- Financial wellbeing support
- Wellbeing champion networks
- Return-to-work and rehabilitation programmes
- Innovative approaches to improving wellbeing in operational environments

This award differentiates itself from a standard workplace wellness award by explicitly recognising the realities of industrial and chemical sector workplaces, where wellbeing is closely linked to human performance, safety culture, operational resilience, and the management of occupational and psychosocial risks. It rewards organisations that treat wellbeing as a core business and safety priority rather than a standalone HR initiative.

Eligibility Period

Activities, programmes, or initiatives undertaken within the previous 24 months.

Word Limit

1000 words plus supporting evidence.

Closing Date

The closing date for entries is **5pm on Wednesday 9th September 2026**

NB

All applications **must** include the following basic information at the top of the first page; Name | Job Title | Company | Email Address | Telephone No.

Please send your completed entry and any supporting documentation to:

awards@chemical.org.uk

using the Award title in the subject line

All entries should be sent as a PDF file with any supporting documentation added as appendices