



1 The challenge

Health and care staff often experience multiple, interconnected challenges, including:

-  Mental health challenges
-  MSK conditions
-  Caring responsibilities
-  Menopause and life transitions
-  Disability and neurodivergence
-  Financial pressures
-  Workplace stress



Key message

Supporting wellbeing means supporting the whole person.

2 The Leeds approach

Thrive@Work Leeds

A single point of access providing:

-  Fast-track mental health support
-  Fast-track MSK support
-  Coaching & social prescribing
-  Workplace adjustments and adaptations



3 What made the approach effective?

Strong partnerships

Joined-up support

Continuous learning

Workforce-led improvements

Whole-person approach

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We were constantly adapting and changing our offer so it was fit for purpose.



4 What we learned

Creating healthier working lives requires:

-  Whole-person support
-  Compassionate leadership
-  Strong partnerships
-  Early intervention
-  Health equity



Key message

Leeds showed that integrated, preventative support helps people stay well and stay in work.



5 Early impact

994

referrals received

75%

self-referrals

1

connected
support system

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I feel seen for
the first time.



About New Lights Insights

Independent research and evaluation partner, turning evidence into action for healthier working lives.

New
Light
insights

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