



1 The challenge

Good work supports:

- Better health and wellbeing
- Financial security
- Connection and belonging
- Purpose

Poor health remains a major barrier to work and wellbeing.



Key message

Workforce wellbeing is a public health, workforce and economic priority.



3 Key learning

Healthy working lives are shaped by:



People



Workplaces



Systems

2 The West Yorkshire approach

Partners worked together through:



Partnership



Coordinated support



Prevention



Equity and inclusion



Positive workplace culture



Place-based innovation

Learning across:

Bradford District & Craven

Calderdale & Kirklees

Leeds

Wakefield

4 Six key insights

- 1 Workforce health is everyone's responsibility
- 2 Good work improves health
- 3 People's needs are complex and interconnected
- 4 Early support improves outcomes
- 5 Place-based working improves equity
- 6 Partnership creates better results



5 What we learned

Creating healthier working lives requires:

-  Whole-person support
-  Positive workplace culture
-  Compassionate leadership
-  Strong partnerships
-  Prevention
-  Equity

7 A collective call to action



Healthy working lives are created through good work, equitable support and strong partnerships.

Creating good work is creating health.

6 From learning to action

Priorities for action:

- ☒ Invest in prevention
- ☒ Strengthen leadership and workplace culture
- ☒ Improve equitable access to support
- ☒ Build integrated support pathways
- ☒ Invest in place-based workforce support

Healthy people

Healthy workplaces

This creates:

Healthy organisations

Healthy communities

About New Lights Insights

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

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