



# ACS Wellbeing

Ensuring Wellbeing  
and Mental Health  
in the Workplace

# CONTENTS

---

**PAGE** The Story Behind  
**3** ACS Wellbeing

---

**PAGE** Wellbeing as a  
**4** Critical Component

---

**PAGE** Stage One:  
**5** Audit and Assessment

---

**PAGE** Stage Two:  
**6** Engagement

---

**PAGE** Stage Three:  
**7** Implement and Monitor

---

**PAGE** ACS Wellbeing  
**8** Training Courses

---

# The Story Behind ACS Wellbeing



**Emma Willey**  
*ACS Managing Director*

ACS Managing Director, Emma Willey has dedicated over 30 years to the Health & Safety industry. As a survivor of the 2004 Boxing Day tsunami in Thailand, which led to her developing PTSD, Emma was inspired to focus on workplace wellbeing. Emma now helps trauma survivors through complementary therapy and advocates for meaningful wellbeing practices that go beyond surface-level perks. Emma's work has been recognised at high-profile events such as the British Safety Council's seminars at the House of Commons, where she continues to share her insights on the benefits of prioritising wellbeing alongside other business objectives.

## Wellbeing

"...A STATE OF COMPLETE PHYSICAL, MENTAL AND SOCIAL WELL-BEING, NOT MERELY THE ABSENCE OF DISEASE INFIRMITY"

**World Health Organisation 1948**



**At ACS, we recognise that 'Wellbeing' is not a one-size-fits-all concept.** Our services are designed to adapt to the unique needs of your organisation, aligning with Emma's belief that each workplace requires a tailored approach to fully integrate Wellbeing into its core operations. Over the past 30 years, ACS has developed policy and management systems for many hundreds of organisations, with our systems achieving acclaim from regulators and the insurance industry.



# Wellbeing as a Critical Component

The topic of 'Wellbeing' covers a large range of issues that affect the physical, psychological, emotional, social, spiritual and sexual health of employees in addition to their environmental and the societal health. Here in the U.K. Wellbeing incorporates Health & Safety and Employment (HR) Law as well as having stand alone areas.

Having worked across numerous industries, ACS shares best practices from different sectors to help raise standards in Wellbeing. We bring you innovative ideas from a variety of fields, helping you to stay ahead of the curve and promote a culture of learning within your organisation.

Excellent Wellbeing policies and communication can achieve significant savings through decreased staff turnover, reduced sickness absence, and improved productivity by eliminating presenteeism. The greater the integration with your organisation's culture and goals, the greater the benefits will be.



**At ACS, we believe Wellbeing is not separate from Health and Safety, it is a critical component of a holistic strategy.**

**With over 47 years of experience in Health & Safety, we seamlessly incorporate Wellbeing into your existing systems to ensure a comprehensive approach that benefits both your people and your business.**



# Stage One:

# Audit & Assessment

It is appreciated that many organisations have fully developed safety management systems and procedures in place. However, irrespective of the complexity of your systems, an external audit and review is an effective way of measuring compliance against legislation and 'best practice'.

Our **Wellbeing Audits** not only review your existing policies and procedures but also help you develop measurable and trackable metrics for continuous improvement. We provide guidance on how to assess the impact of interventions, so your organisation can gauge progress effectively.

In the event that your systems are basic or in their infancy, an **Initial Assessment** can be carried out, producing an **Action Plan** to take your business towards its wellbeing goals and legal compliance.

With this plan in place, ACS can then help develop your **Policies and Procedures**. With detailed consultation, we work closely with your team to understand your organisation's unique culture, challenges, and aspirations for employee wellbeing. This collaborative approach ensures that the policies we develop align perfectly with your objectives and values.

We don't just deliver documents – we partner with you throughout the implementation process, providing guidance and support to ensure successful adoption across all levels of your organisation.

To find out how we can support your organisation's wellbeing needs, contact us today. Reach us at **0141 427 5171** or via email at **[info@acs-wellbeing.com](mailto:info@acs-wellbeing.com)**.



# Stage Two: Engagement

The key to reducing costs and fostering an authentic wellbeing culture in your organisation is engagement from every tier. ACS can help you get your staff and management working together.



## Leadership Engagement

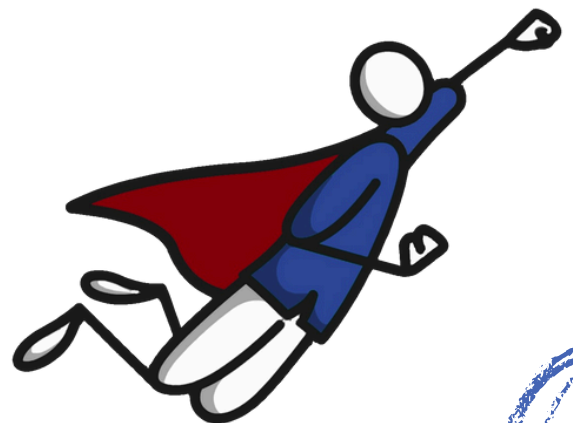
We focus on developing essential leadership capabilities including active listening, empathetic communication, and strategic influencing. Our expert facilitators work with your senior team to master crucial conversations, build emotional intelligence, and create inclusive dialogue across all organisational levels. Through practical workshops and ongoing mentoring, leaders learn to cascade wellbeing initiatives effectively, ensuring messages resonate from the boardroom to the front line.

## Staff Engagement

ACS then build on your leadership's wellbeing vision by empowering your entire workforce through our staff engagement programme. This focuses on creating genuine understanding and buy-in by showing staff how organisational wellbeing directly impacts their daily work experience.

Through interactive workshops, employees discover what real workplace wellbeing looks like - beyond surface-level initiatives to meaningful cultural change that enhances their professional and personal lives.

To find out how we can support your organisation's wellbeing needs, contact us today. Reach us at **0141 427 5171** or via email at **[info@acs-wellbeing.com](mailto:info@acs-wellbeing.com)**.



# Stage Three: Implement & Monitor

Once you have a clear set of **Wellbeing Goals**, tailored to your organisation, and a strong message from your **Leadership Team** which resonates with **Engaged Staff**, ACS can help ensure you remain successful through audit, assessment, training and mentoring processes.

**Plan  
Do  
Check  
Act**



Our **New Health and Safety Professionals** programme provides comprehensive support for those stepping into safety roles. Through regular one-to-one sessions, we demystify industry terminology, explain regulatory frameworks, and align individual development with your organisation's specific goals and challenges.

For **Industry Leaders**, we offer a sophisticated 12-month **Mentoring** journey available in multiple tiers to match your needs. From monthly strategy sessions to intensive weekly support, each tier builds crucial capabilities in wellbeing leadership, change management, and strategic implementation.

To find out how we can support your organisation's wellbeing needs, contact us today. Reach us at **0141 427 5171** or via email at **[info@acs-wellbeing.com](mailto:info@acs-wellbeing.com)**.





# Training

**Wellbeing in the Workplace, Mental Health in the Workplace-Awareness and Stress in the Workplace courses can be delivered at Senior Management or Employee level, online or face-to-face.**



## **WELLBEING IN THE WORKPLACE**

Part of successful Wellbeing implementation is knowing the people involved, which is why this course is delivered live, not recorded. In doing so we can learn about your existing knowledge, policies and experiences. It also allows us to recap existing policies and procedures of your organisation.



## **MENTAL HEALTH IN THE WORKPLACE-AWARENESS**

The three most common mental health issues in the workplace are Depression, Anxiety and Stress. With these as our starting points we guide attendees through spotting signs of problems forming, the language needed for healthy discussion and what we can all do to help our mental health.



## **MENTAL HEALTH IN THE WORKPLACE - STARTING THE CONVERSATION**

This day course is capped to 10 delegates and intended for managers, team leaders or those likely to be in a position to talk to any member of staff about mental health issues. In this course we recap on the subject of our Mental Health Awareness training. Then we build on that knowledge as we set the scene within the workplace, using examples that are relevant to your organisation.



## **STRESS IN THE WORKPLACE**

In this training not only do we cover the definition of stress and learn how to spot its physical and behavioural signs, we explore the topic in much more depth. We cover the chemical and biological reaction to stress hormone release, how workplace activities can cause stress and even how stress can sometimes be good for us.

# Training



## ✓ **MANAGING MENOPAUSE IN THE WORKPLACE**

Menopause can be a sensitive topic, but it shouldn't be one that causes embarrassment or discomfort in the workplace. In fact, understanding menopause and supporting staff through this transition can have a significant impact on their performance at work.

During this interactive course, you'll learn about the physical, mental, and cognitive symptoms of menopause, as well as how it can affect your staff and teams' performance. You will also gain insight into the legislation covering menopause in the workplace, and learn how to start conversations around this topic.

## ✓ **CALMING STRESS AND ANXIETY IN THE WORKPLACE**

Our newest course, Calming Stress and Anxiety with Ancient Practices, is designed to empower employees with practical tools to manage the stress and anxiety that come with today's demanding work environments. Rooted in the principles of energy healing and traditional Chinese medicine, this course combines ancient techniques with modern insights to help individuals restore balance, build resilience, and thrive.

Designed specifically for employees, this interactive course provides accessible, practical methods to break free from chronic stress patterns and bring calm into your daily life both at work and at home.





## Contact Us

ACS Learning & Consultancy Ltd.  
Suite 2, Units 10-13 Claremont Centre,  
39 Durham Street,  
Kinning Park,  
Glasgow,  
G41 1BS

 [www.acs-wellbeing.com/wellbeing](http://www.acs-wellbeing.com/wellbeing)

 0141 427 5171

 [info@acs-wellbeing.com](mailto:info@acs-wellbeing.com)

 ACS Consultancy