

Beat the winter blues

Your winter wellbeing guide Introduction for HR teams



Here's what's included

This series of downloadable guides offers straightforward and accessible guidance to help reduce stress and boost wellbeing both in and outside the workplace.

Each guide will focus on a different theme, helping employees to beat the winter blues and focus on their wellbeing when times get tough. The PDFs feature practical tips to boost both physical and mental health, alongside useful resources and links for your bookmarks bar. The full set of guides can be downloaded at any time from our [HR Resources page](#).

In this first document, HR teams and managers can find some quick tips to support the workforce through this difficult season. You can find a full list of useful links and resources on page 3.



Fostering connections

Sometimes the best way to build trust is to get back to basics. While the future remains uncertain, it's important to take the time to nurture relationships with colleagues. Here are some simple tips to help reconnect and build confidence:

- Remember to vary your communications and encourage two-way conversation – shared experiences bring teams closer together.
- When asked how you are, answer honestly and empower others to do the same.
- If employees are offered a choice of working hours or location, reassure them that they won't be judged on the choice they make.
- Both in person and online social events can create cohesion, but keep them low-pressure or they will feel like another obligation.
- Encourage your people to support each other by offering a [Mental Health First Aid](#) course for employees and managers alike.



Topics in this series

1. Introduction for HR teams
2. Winter health and SAD
3. Stress and mental health
4. Physical health in winter
5. Self-care and resilience



When to step in

Employees struggling with stress may begin booking short blocks of annual leave at the last minute, taking unofficial 'mental health days' or cancelling meetings. If employee behaviour abruptly changes or seems out of the ordinary, it may be time to check in. Often, those closest to the employee are best placed to do this.

You might consider running an informal session for people managers, where you can highlight potential health concerns and equip your team with the skills to handle issues proactively. Our [health leadership training webinars](#) offer practical advice on topics including emotional resilience and mental health awareness.



Health and wellbeing resources

Useful links and advice

[NHS winter health advice](#) – comprehensive advice on staying well in winter

[Mind.org.uk](#) – free online mental health information and support

[Age UK](#) – support for older people who are especially at risk in winter

[The Sleep Council](#) – the national body for sleep health and advice

[HR Grapevine blog](#) – free webinars and insight into HR wellbeing issues

[CIPD wellbeing hub](#) – guides and factsheets to help you support your team

[Acas](#) – free impartial advice on workplace rights and best practice

Westfield Health resources

[Resources for HR teams](#)

Including the Divided Together report and our Health & Wellbeing Toolkit.

[Active Spaces](#)

An integrated approach to fitness and wellbeing for those returning to the workplace.

[Westfield Health blog](#)

Explore our latest health and wellbeing articles, news and opinions.

[Wellbeing Workshops](#)

Interactive coaching sessions for employees and leadership teams.

[Wellbeing Webinars](#)

Live or pre-recorded webinars on topics including living well and health leadership.

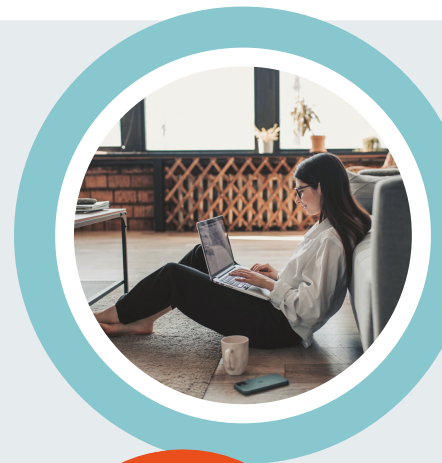
[Mental Health First Aid](#)

Online courses for employees to create a positive culture and promote early intervention.

[Counselling and Advice Line](#)

Available to health cash plan customers 24 hours a day on 0800 092 0987.

[Get in touch](#) to find out how we can help your people be at their healthy best all year round.



£150 is the median spend on wellbeing per worker per year

Next guide: Winter health and SAD