

Best Holistic Wellbeing Programme

AWARDS 
THIS CAN HAPPEN **GLOBAL**.
In association with
A&O SHEARMAN

Winner //

ALZHEIMER'S SOCIETY

This award recognises comprehensive initiatives that integrate physical, mental, and lifestyle support, to enhance overall employee wellbeing.

This whole-person approach transformed a complex wellbeing offer into a clear and accessible experience – helping employees and volunteers find the right support more easily while embedding wellbeing into everyday working life.

Alzheimer's Society recognised that its wide range of valuable wellbeing support could itself become overwhelming, making it difficult for people to know where to start.

Working with the Wellbeing Working Group, Employee Forum and Lived Experience Networks, the organisation reshaped its offer around four clear pillars: mental, physical, financial and social wellbeing. Consistent communications, streamlined intranet pages and engaging events made support easier to navigate, more inclusive and more relevant.



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From Complex Offer to Whole-Person Wellbeing

Mental wellbeing includes uncapped therapy based on clinical need through Thrive, alongside more than 100 hours of preventative evidence-based content. Employees also have 24/7 EAP support, lived experience networks and the Ripple crisis intervention tool, while volunteers can access 24/7 Bupa support.

Physical wellbeing combines Health Shield health checks and



Four Pillars of wellbeing

personalised plans with SkinVision checks, gym discounts, a bike loan scheme and access to nutrition, exercise and sleep guidance.

Financial support includes Reward Gateway discounts, financial advice, webinars, a double-matched pension and free will writing. Social wellbeing is supported through flexible working, generous annual and wellbeing leave, peer networks, recognition and discounted events.

Together, these create a wellbeing offer designed to be holistic, inclusive, practical and accessible.

Results & Impact

The approach is delivering strong cultural and organisational outcomes: 73% employee engagement, with 86% pride in working at Alzheimer's Society and 77% wellbeing. 52%

uptake of the mental wellbeing app, enabling 1,380 therapy sessions in the past year, alongside 227 EAP counselling sessions. More than 800 Health Shield claims per quarter, supporting proactive access to healthcare. 98% participation in the double-matched pension scheme, alongside around £9,000 saved per quarter through the discounts platform. Around 75% uptake of Wellbeing Leave, alongside strong engagement with social initiatives such as Tickets for Good. Recognised as a Sunday Times Best Place to Work for three consecutive years, alongside wider industry recognition. ■

Judges' comments

- + A comprehensive and well-organised four-pillar programme"
- + A strong and well-executed wellbeing programme that demonstrates a clear commitment to supporting employees and volunteers.

Shortlisted

- Alzheimer's Society
- GSK
- Elsevier
- Shrewsbury College
- University of Birmingham