

## Winner //

# RIPPLES WELLBEING

This award honours a dedicated team that has effectively worked together to drive mental wellbeing initiatives.

Ripples Wellbeing was founded by James and Heidi in 2018 following the loss of teammate Jen, initially creating a mental health programme within Bristol Bears Women. Since then, the team has grown into a multi-award-winning organisation delivering counselling, clinical supervision, Mental Health First Aid training, workplace wellbeing programmes and community education across Bristol.

What makes Ripples distinctive is the way the team combines professional expertise with genuine purpose. Its work spans counselling, supervision, training and Live and Learn Talks covering suicide awareness, neurodiversity, self-esteem and trauma. Every member contributes to a shared ambition: making mental health support more accessible, preventative and inclusive.



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### From Shared Purpose to Collective Impact

The team has responded creatively to challenges within the sector, including affordability barriers and a shortage of male counsellors. Through its Affordable Counselling Placement Programme, Ripples has expanded access to lower-cost support while creating opportunities for new practitioners to develop their careers.

Strong partnerships further extend the team's impact. Ripples works with charities including Operation Community Hammer, 4Ed, 2wish and Step Together, alongside businesses



A selection of social media posts showcasing the work of Ripples Wellbeing

and mental health organisations including This Can Happen, VWV, AX UK, Plattform and Datel Services. These relationships enable the team to reach beyond its own services and create a wider ripple effect across the community.

### Real Results, Real Change

The team delivered more than 800 hours of workplace counselling to 70 employees in 2025, a 33.3% year-on-year increase, while affordable counselling provision grew by 80.5%, reaching 43 individuals through 352 hours of support.

Its education and awareness work has also expanded significantly, with mental health awareness increasing by approximately 300% through talks and surgeries, while webinar delivery grew by 250%.

This impact has been matched by strong organisational growth, with

turnover increasing by 39.7% and the workforce growing by 45%. These results reflect not just demand for Ripples' services, but the team's ability to grow sustainably while maintaining its commitment to accessible, human-centred support.

Most importantly, the team's impact is felt by the people it supports. Employees feel supported, communities feel heard and new counsellors are being developed – creating a legacy that extends far beyond the original programme. ■

## Judges' comments

- + This is a strong submission that combines a clear purpose with good evidence of impact.
- + Impressive support.

## Shortlisted

- Canary Wharf Multifaith Chaplaincy
- Northern Trust
- Shrewsbury College