

EXPLORING THE DISCONNECT OF EMPLOYEE WELLBEING

Why a new approach is needed



Publication Information

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Foreword

If you have ever been responsible for putting together a wellbeing programme for your company, you will have likely experienced the challenging question of 'where do we begin?'

To know where to start it is important to understand what wellbeing is; an individual's ongoing state, which enables them to thrive. This essentially means that anything a person experiences in their life (including within their work life) may have an impact on their overall wellbeing. So how can employers support the wellbeing of their employees if wellbeing is so far reaching? Of course, taking a strategic approach to wellbeing would be optimal, however there is a difference between good and bad strategy.

In recent years the number of employers that have put in place a wellbeing strategy has been on the increase. And although having a standalone wellbeing strategy in place results in better outcomes in lower sickness absence, reduced work-related stress and better staff retention, many employers are still getting it wrong.

We often see that companies provide wellbeing benefits that they think their employees want, but in reality, what the company provides isn't used. This might be because employees don't know about the benefits, it might be because they don't want to be seen to use these benefits or it might just be something they don't think will help them. Whatever the reason, understanding what the employee's needs (and maybe wants) are is the foundation of putting together a successful wellbeing programme.

This report shares exclusive research gained from over 3,000 employers and employees across Britain. It was commissioned to find out what, if any, disparity exists between the workplace wellbeing support offered and the support employees believe they need.

It is clear we still have a gap between the expectations and realities of workplace wellbeing.



Marcus Herbert
Head of Wellbeing
British Safety Council



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Our survey findings

The highlights

People are facing a growing combination of political, societal and economic pressures and this has an impact on them not just at home but in the workplace too.

Yet even when they do realise this, many employers still struggle to know what to do.

Companies with employee wellbeing strategies and solutions in place often fail to understand how effective they are.

Our survey findings shine a light on this, revealing discrepancies between the levels of wellbeing support companies provide and what employees seek, in terms of availability, scale and type.

The findings were most worrying where they appeared to show a failure in understanding among some companies about how the cost-of-living crisis is impacting on the lives of their employees.

24.2%

The percentage of companies who spend £0 on specific employee wellbeing support per employee per annum

13.9%

The percentage of companies who spend £500+ on specific employee wellbeing support per employee per annum



Companies selected attracting and retaining talent as the statement that most reflected their current aims and goals

4%

Just 4% of under 35s believe their employer shouldn't provide them with specific wellbeing support compared to 24% of over 55s



More than one in four employees has no access to mental health or wellness support at work



London has the highest number of companies providing employee wellbeing support



Nearly two in five employees would turn to their partner first for support with an issue that was affecting their wellbeing

9%

9 out of every 100 employees would not turn to anyone/anything if there was an issue affecting their wellbeing

70%

The percentage of under 35s requiring cost of living support compared with 37% of over 55s

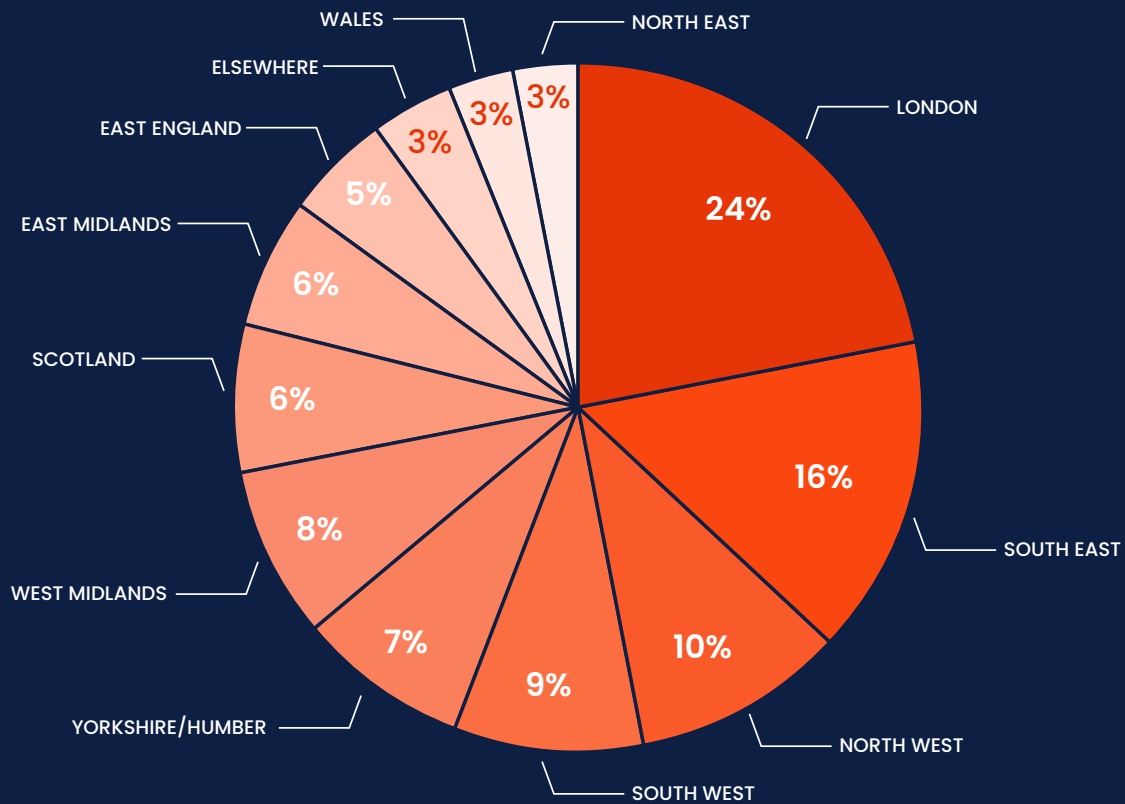
1 in 3

1 in 3 employees highlighted the need for support with living with long term conditions compared with less than 1 in 5 companies believing it was important

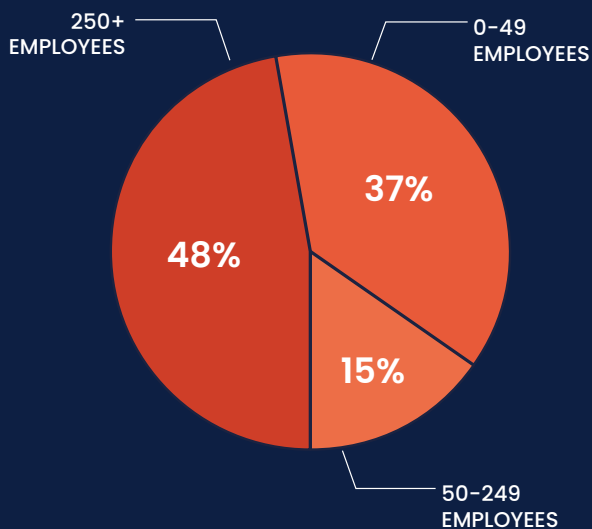
Who we surveyed

All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 2009 GB Employees & 1009 B2B Decision Makers. Fieldwork was undertaken between 5th - 14th December 2022. The figures have been weighted and are representative of British business size.

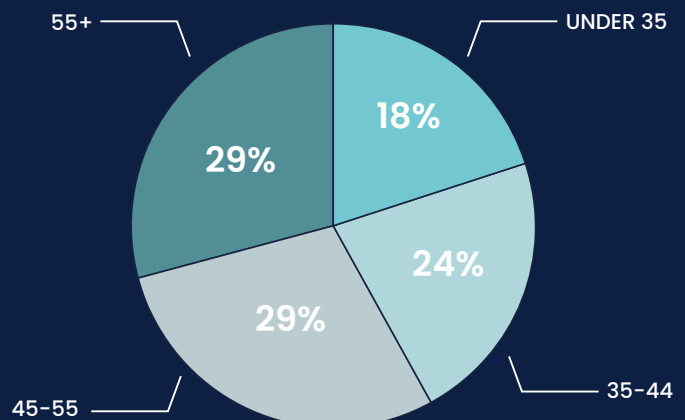
Geographical Spread of Respondents



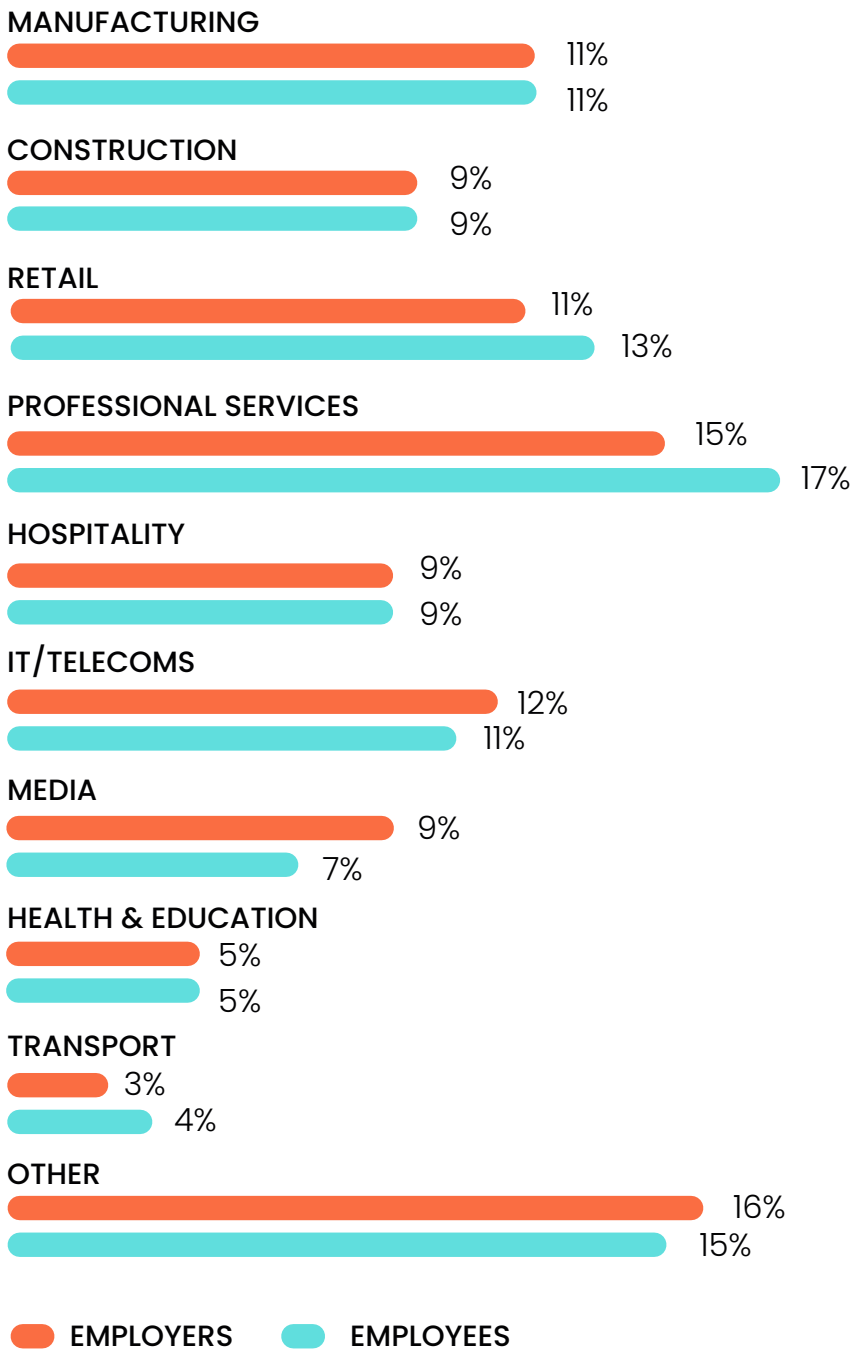
Company Size



Age Group



% Survey Respondents by Sector



Why do companies provide employee wellbeing support?

We asked employers to select up to three statements which most resonate with their organisation's current aims and goals.

While over half identified attracting and retaining talent as key, only 13% cited reducing absenteeism and presenteeism. This is particularly interesting as the cost of absent or unwell employees can impact productivity significantly – the total economic cost of sickness absence in the UK is estimated by the government to be over £100bn a year.

ATTRACT AND RETAIN TALENT



IMPROVE ORGANISATIONAL PRODUCTIVITY



IMPROVE EMPLOYEE MORALE



ENCOURAGE/PROMOTE HEALTHIER LIFESTYLES AND ATTITUDES



PROMOTE CORPORATE AND SOCIAL RESPONSIBILITY



REDUCE WORKPLACE ACCIDENTS AND INJURY



REDUCE ABSENTEEISM AND PRESENTEEISM



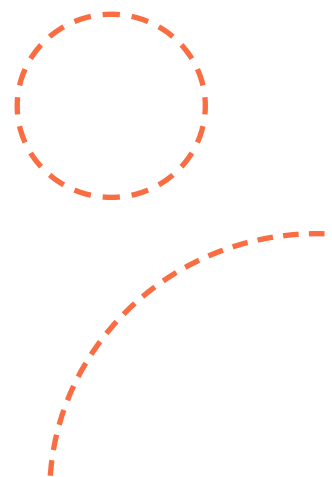
PROMOTE SELF-HELP CULTURE



NONE OF THESE



DON'T KNOW

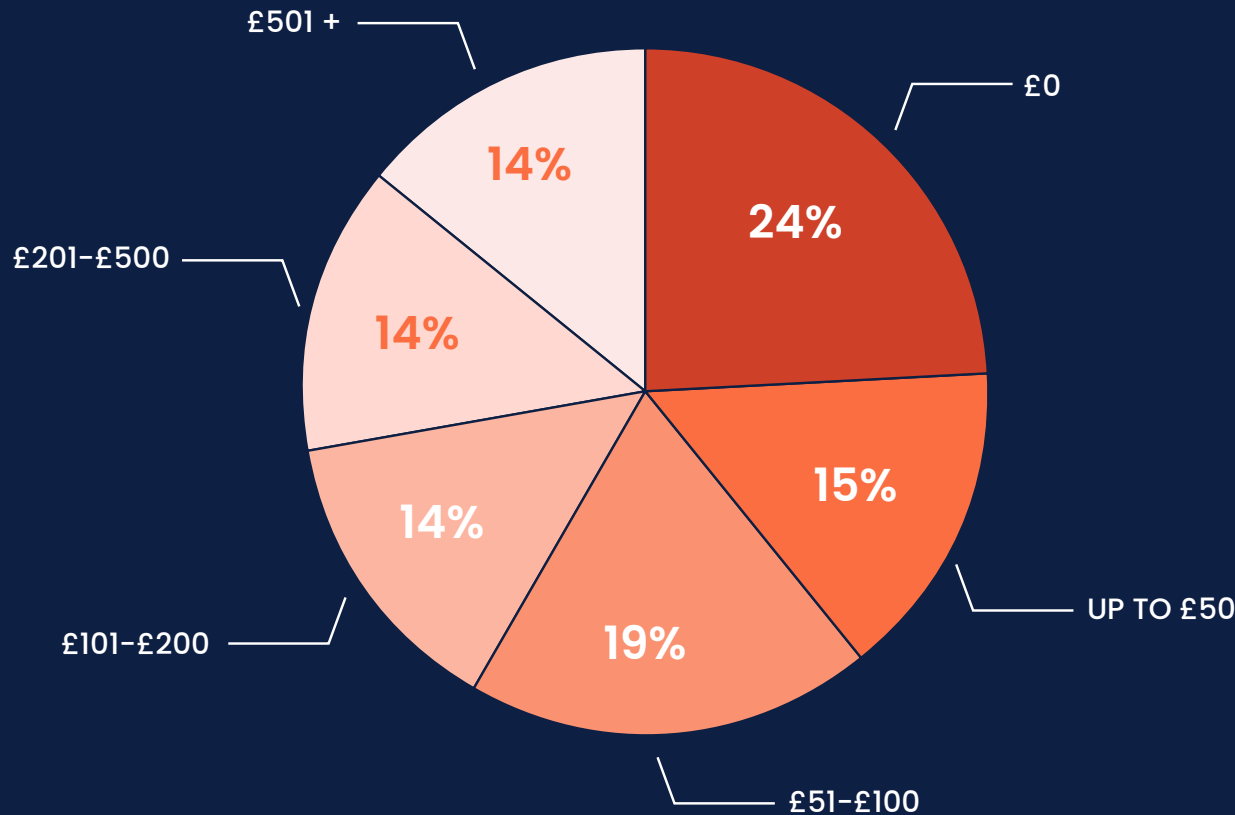


How much do companies spend on employee wellbeing?

To gauge the level of wellbeing provision, we asked employers to estimate what they spend per employee per annum.

Of all the businesses questioned, almost a quarter admitted they didn't spend anything at all.

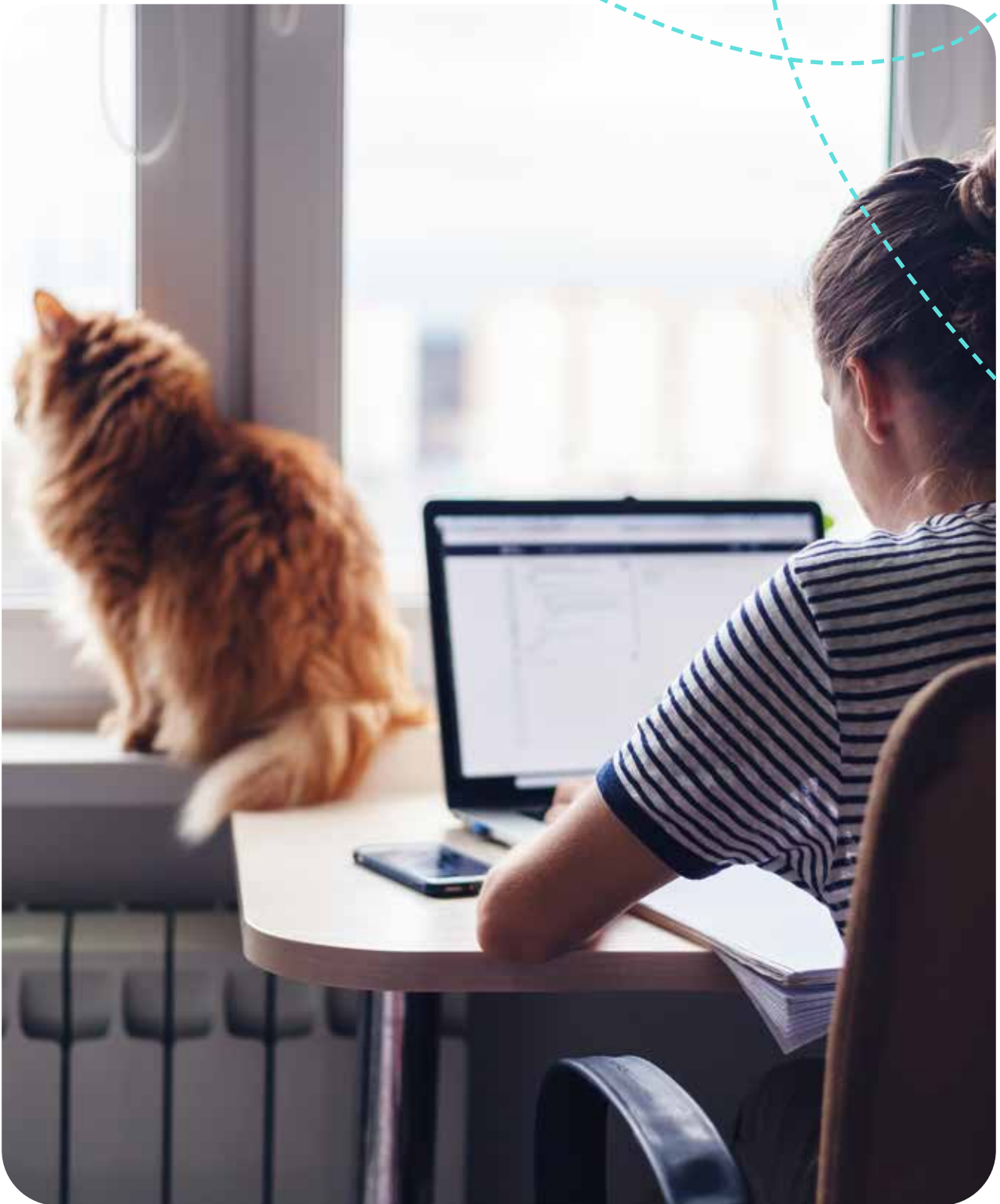
The number who spent between £50 and £100 was slightly higher than those who spent upwards of £100 where there was an even split.



Per employee/per year

What employee wellbeing support do companies currently offer employees?





Over half of the employers who responded said their most popular form of wellbeing support was flexible working, including the ability of staff to choose their hours and to work from home.

The more traditional staples of wellbeing provision, such as private medical care, perks, and Employee Assistance Programmes, were a popular spend, while a growing number of employers also budgeted for mental health first aid training and wellbeing apps.

Are employees using the wellbeing support provided?

This was the opportunity to start to examine whether employee take-up corresponded to what was on offer.

When asked what types of wellbeing support they used, flexible working was most popular with 54% of employees. This is perhaps understandable as many employees have reported independently of our survey that this new way of working has been beneficial to their work-life balance.

Only

5%

of employees with access to an
Employee Assistance Programme
use it

Of the other wellbeing support services provided, none were used by more than a third of staff and some were used by just one in 20 or fewer. This highlighted the gaps between provision and take-up.

Surprisingly, only 2% of those questioned used support from a mental health first aider. This may reflect stigma or a need for companies to make staff more aware that MH first aiders are available.

% Employers Offering

% Employees Using

34%	Employee Assistance Programme	5%
38%	Perks and/ or discounts	31%
27%	Wellbeing workshops	4%
32%	Support from a Mental Health First Aid trainer	2%
56%	Flexible working	54%
17%	Gym membership	4%
27%	Employer supported volunteering	6%
33%	Life insurance	21%
42%	Private medical care	26%
5%	Wellness retreats	0%
24%	Wellbeing apps	5%
20%	None of these/not applicable	19%

What do employees believe companies should support them with?

To explore this further we asked about the issues that should be covered by companies in their wellbeing provision.

This was put to both employers and employees to see where there was alignment and where there might be a difference.

Both groups agreed that stress and anxiety ranked top of their list for wellbeing support.

Thereafter, the priorities of each group start to diverge. Employers felt the next most important issues were physical wellness, cost of living, and grief and loss.

In contrast, employees listed their priorities as cost of living, grief and loss, and then support for long term conditions such as dementia and Alzheimer's disease.

“ For many people, grief can be debilitating and additional stressors such as work, can feel overwhelming.

It's imperative that support is available for employees following a bereavement, whether that is sufficient compassionate leave, support from their line manager or access to bereavement services. ”



Bianca Neumann
Head of Bereavement
Sue Ryder

Employers Rank

Employees Rank

1	Stress & anxiety	1
2	Physical wellness (diet, exercise)	5
3	Cost of living	2
4	Grief & loss	3
5	Mindfulness	8
6	Abuse (all forms)	6
7	Menopause	7
8	Long term conditions	4
9	No particular topics	10
10	Addiction	9
11	Gender & sexuality	13
12	Neurodiversity	11
13	Caring	12
14	Relationships	14
15	Climate anxiety	15

 THE SAME RANKING

 A DIFFERENT RANKING

Based on employees picking up to five, and employers picking up to six areas they believe organisation's should provide support for

How should wellbeing support be delivered?

When it came to the delivery of wellbeing content and support, employers and employees agreed that advice from different age perspectives is important, reflecting the fact that more generations are working together.

Signposting of available services was also rated highly which highlights the importance of being able to find the relevant support at the point of need.

Advice from differing cultural perspectives was deemed important by both – recognising that working environments are representative of all sections of society, and must encourage equality, diversity and inclusion.

“ It is vital that we are open to learning about different cultures and viewpoints in order to become more culturally sensitive.

When you proactively seek to understand, you build meaningful connections, leading to psychologically safe workplace environments. Different cultures, experiences, viewpoints and perspectives, when harnessed, power creativity and innovation. ”



Kieron Achara MBE OLY
Sky Sports Presenter, Olympian
& Wellness Advocate

Employers Rank

Employees Rank

1	Wellness advice from differing age perspectives	1
2	Signposting leading support organisations	3
3	Advice from leading health campaigners/promoters	2
4	Wellness advice from differing cultural perspectives	4
5	Wellness advice from differing business sector perspectives	7
6	People sharing lived experiences (video)	6
7	Colleagues sharing lived experiences (video)	8
8	Podcasts about wellbeing	5
9	Interviews with well-known people/ celebrities with relatable wellness stories	9

 THE SAME RANKING

 A DIFFERENT RANKING

Based on respondents selecting up to three types of wellbeing support that they believe would be the most useful or important.

Who are employees most likely to engage with to understand more about their wellbeing?

We then asked both groups who employees were most likely to engage with to learn about their mental health and wellbeing. They were asked to rank their top five.

This was a chance to explore who they might listen to when it comes to proactive wellbeing advice and learning about how to deal with life's challenges.

There was agreement that employees were most likely to engage with either mental health advocates or health experts. After that there were some big disparities. For instance, advice from behavioural experts was ranked higher in value by employees than companies.

“ People often know WHAT needs to change. What improves the chances of success is having the right tools and approaches about HOW to change.

Employers should reflect on this and ensure that employees are being given high-quality, evidence-based insights regarding behavioural change. ”



*Dr Matt Wild,
Consultant Clinical Psychologist*

Employers Rank

Employees Rank

1	Mental health advocates	2
2	Health experts	1
3	HR/Wellbeing experts	6
4	Financial experts	5
5	Women's health experts	3
6	Lifestyle coaches	8
7	Employee voices	10
8	Men's health experts	7
9	Behavioural experts	4
10	Business leaders	14
11	Sports people	12
12	Diversity experts	13
13	Well known personalities/celebs	15
14	Relationship experts	9
15	Environmental experts	11

 THE SAME RANKING

 A DIFFERENT RANKING

Based on respondents picking up to five of the most likely sources to engage with and to learn more about their mental health and wellbeing

Who would employees turn to for help if they were struggling?

The answer to this question suggests there is a real gulf in workplace trust when it comes to employee mental health and wellbeing.

Employees said they were more likely to turn to the internet than anyone they worked with. Few, if any employees, said they would approach their line manager or a colleague for help – the lowest rate of the responses given. A partner was the person they were most likely to turn to, followed by a friend and then a GP.

Interestingly, few employees indicated that they would turn to a therapist for support and yet this is one of the most common services provided by employers.

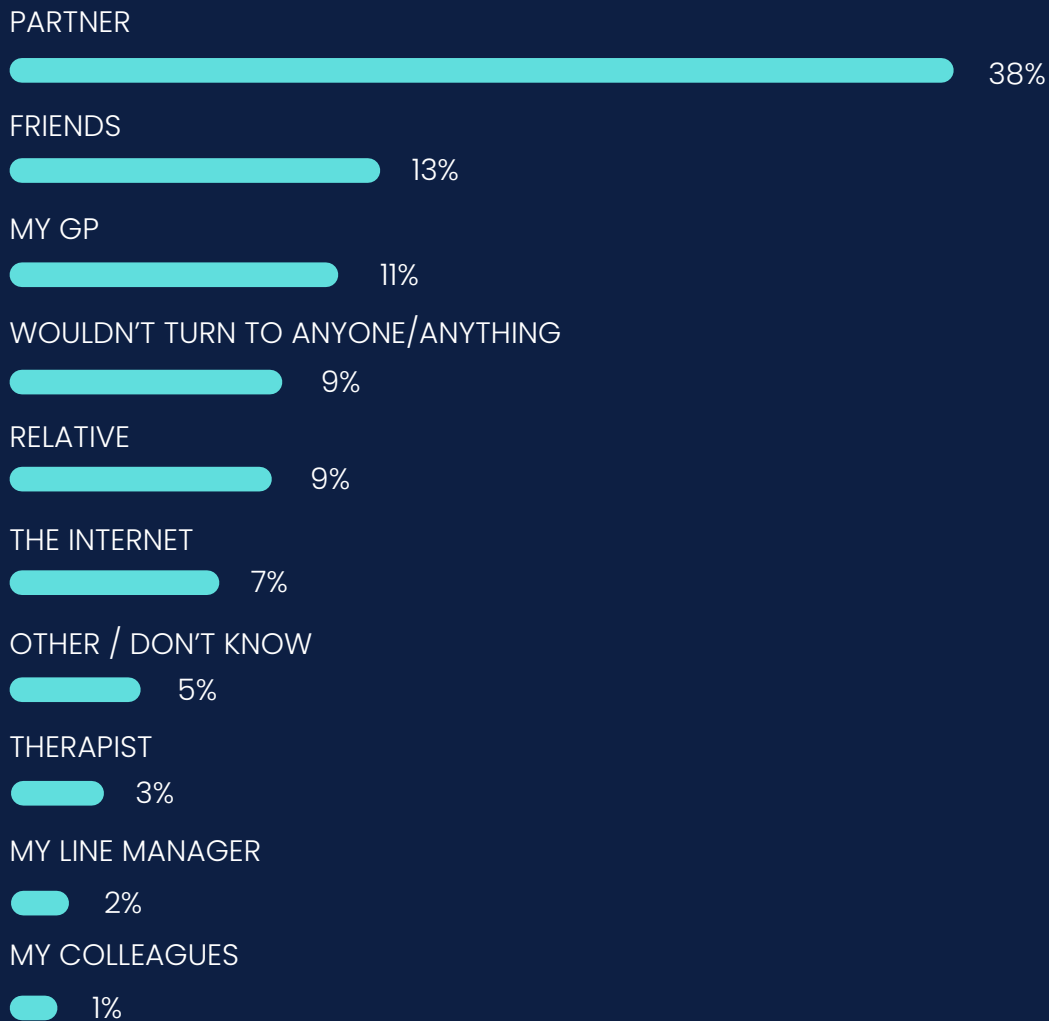
“ Employees will only consider discussing their wellbeing if they feel they are in a psychologically safe place. Fostering a workplace culture of openness, inclusiveness and trust is vital in achieving this.

Searching the internet for support rather than speaking with our colleagues and leadership teams shows how far we still have to go before we can truly feel a sense of belonging at work. ”



*Joyce Osei,
Diversity & Inclusion Ambassador
and author*

If you were struggling with an issue affecting your wellbeing, who would you turn to for help/ support first?



Only

2%

of employees would turn to their line manager for support

Only

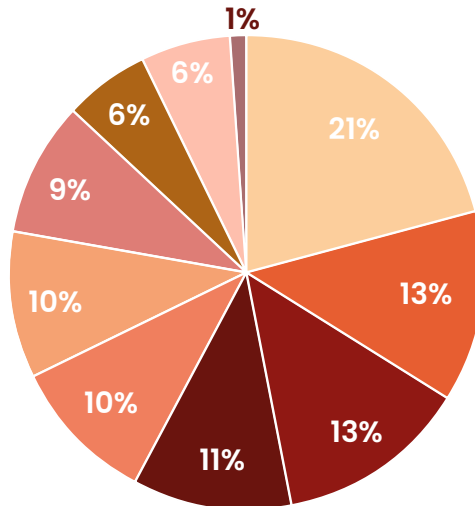
1%

would turn to a colleague

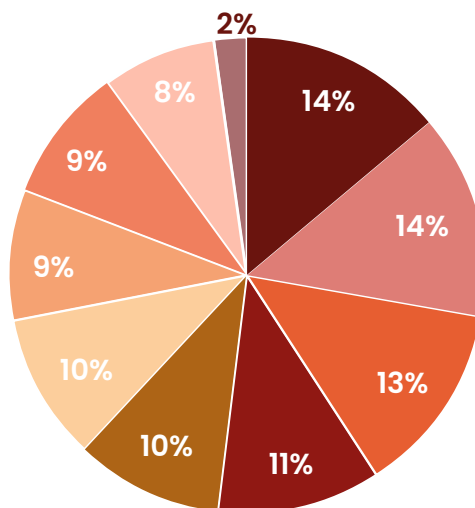
Wellbeing spend by sector

Spend per employee per annum

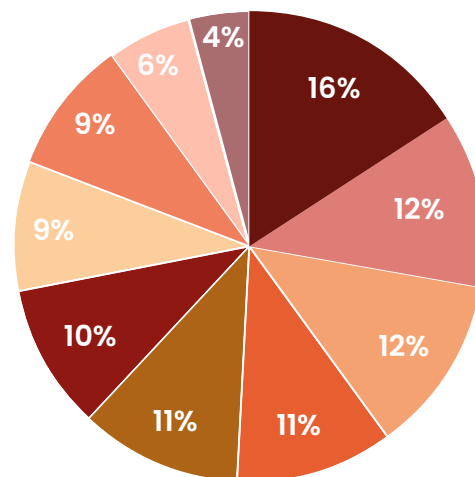
£0



UP TO £50

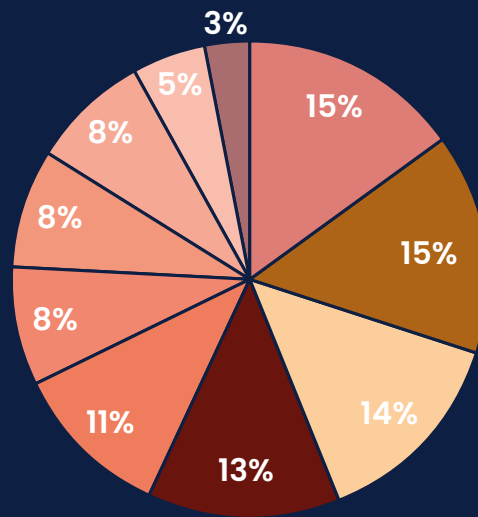


£51-£100

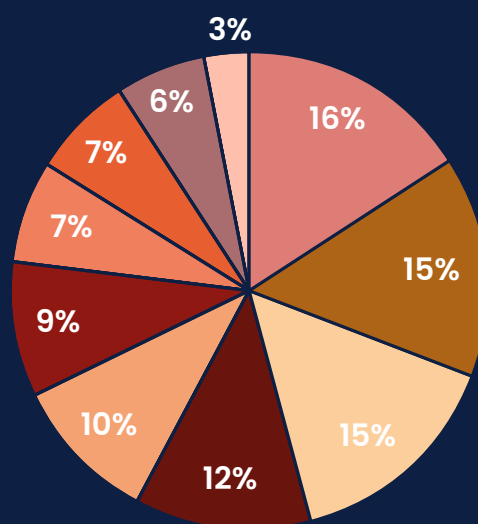


- TRANSPORT
- OTHER
- RETAIL
- HOSPITALITY
- MANUFACTURING
- CONSTRUCTION
- MEDIA
- IT & TELECOMS
- HEALTH & EDUCATION
- PROFESSIONAL SERVICES

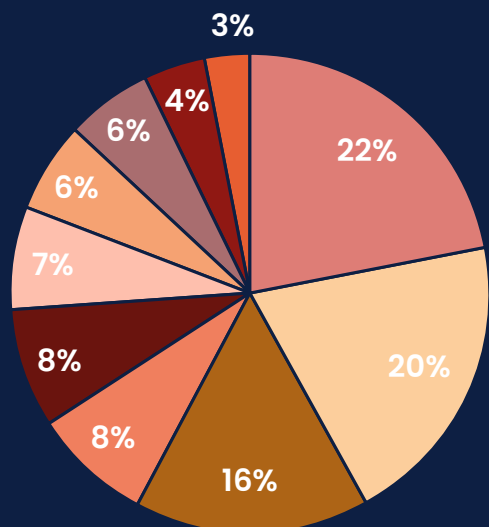
£101-£200



£201-£500



£500+



- TRANSPORT
- OTHER
- RETAIL
- HOSPITALITY
- MANUFACTURING
- CONSTRUCTION
- MEDIA
- IT & TELECOMS
- HEALTH & EDUCATION
- PROFESSIONAL SERVICES

Wellbeing solutions provided by sector

	Manufacturing	Construction	Retail	Professional Services
EAP	39%	29%	25%	43%
Perks/discounts	34%	32%	44%	41%
Wellbeing workshops	28%	28%	20%	33%
Mental health trainer	32%	34%	27%	37%
Flexible working	56%	47%	47%	60%
Gym membership	13%	19%	12%	25%
Employer supported volunteering	22%	25%	16%	38%
Life insurance	35%	36%	24%	42%
Private medical care	50%	38%	31%	53%
Wellness retreats	2%	3%	4%	9%
Wellbeing apps	19%	23%	22%	36%
Other	3%	4%	3%	7%

When looking at the spread of wellbeing support provided across the different industry sectors there are a range of variations.

Employers in professional services for instance, seemed to offer a fairly comprehensive range of solutions, particularly focused on the more traditional support such as EAPs, perks/discounts and private medical care.

Hospitality	IT & Telecoms	Media	Health & Education	Transport	Other
31%	38%	29%	44%	48%	31%
43%	44%	37%	36%	46%	38%
15%	32%	29%	35%	34%	27%
23%	37%	36%	38%	43%	27%
42%	60%	60%	58%	55%	57%
13%	24%	19%	14%	26%	21%
20%	37%	28%	38%	41%	28%
28%	41%	28%	35%	41%	37%
31%	48%	40%	29%	50%	42%
4%	7%	5%	7%	10%	6%
18%	32%	26%	37%	34%	25%
5%	4%	5%	7%	5%	5%

■ HIGHEST % BY WELLBEING SOLUTION
 ■ LOWEST % BY WELLBEING SOLUTION

Construction, retail and hospitality, three industries with some sector-specific challenges around long, unsocial hours, physically demanding work and a transient workforce, had some of the lowest percentage areas of wellbeing support provision.

Findings by geographical area

Does location influence the level of wellbeing support?

Where employees worked was also likely to determine the level of wellbeing support they received from their employer.

People working in London were consistently more likely to receive the higher levels of support – with over one in five companies spending £501+ per employee per year.

Employees in other areas of the country – including the West and East Midlands, the North-West, South-West, the East of England, and Wales – were among those less well served.

For instance, flexible working was reported to be offered to more than three in five of employees working in London, compared with just over one in three of those in Wales. Staff in London also had more access to private medical care and perks and discounts.

Employers in London and the North-East identified attracting and retaining talent as the top statement which resonates with their organisation's current aims and goals.

Employers in the North-East also appeared to be among those most committed to overall wellbeing, with 35% regarding promoting healthier lifestyles and attitudes as one of their key goals, compared with 23% in London and 19% in the East Midlands.



£0 per employee

14%

27%

21%

38%

29%

28%

17%

29%

26%

37%

29%

North East England

North West England

Yorkshire/Humber

East Midlands

West Midlands

East England

London

South East England

South West England

Wales

Scotland

£501+ per employee

10%

11%

18%

8%

11%

7%

21%

7%

7%

25%

17%

Findings by gender

Is there a gender gap?

When it comes to attitudes towards wellbeing support from the two main genders – respondents only identified as male and female – we might have expected some variations in the responses.

We asked those surveyed to select the five most compelling areas of wellbeing that their employers should support them with. The answers showed, perhaps surprisingly, that there was no real divergence.

The relatively even split matched the general employee results that were highlighted earlier in our report, which indicated that stress & anxiety, cost of living, grief and loss and long-term conditions are the main areas where employees would like support, regardless of gender.



Male

Female

17%	Stress & anxiety	18%
5%	Addiction (all forms)	3%
9%	Abuse (all forms)	8%
3%	Gender and sexuality	2%
15%	Cost of living	16%
1%	Relationships	1%
12%	Grief and loss	13%
9%	Physical wellness (e.g. diet, exercise, etc.)	8%
11%	Long term conditions	10%
3%	Neurodiversity	4%
4%	Caring	3%
1%	Climate anxiety	1%
4%	Menopause	8%
6%	Mindfulness	5%

Respondents could select up to five choices

Findings by age

Do generational mindsets influence wellbeing support?

When asked which five areas of wellbeing do you think your employer should provide employees with access to there were some big differences between those under 35 and those over 55 years of age.

Demand for support to address issues such as stress & anxiety and the cost of living were much more marked among the under 35s, possibly reflecting that older staff might feel more financially settled than their younger colleagues.

Interestingly, the older the respondent the less they believed their employer should provide specific support for their wellbeing.

STRESS & ANXIETY



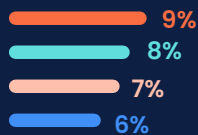
ADDICTION (ALL FORMS)



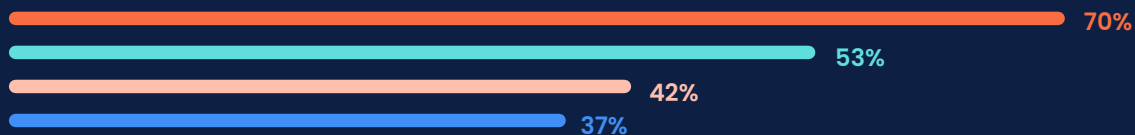
ABUSE (ALL FORMS)



GENDER AND SEXUALITY



COST OF LIVING



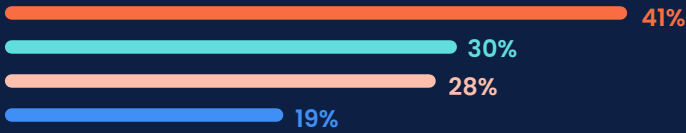
LONG TERM CONDITIONS



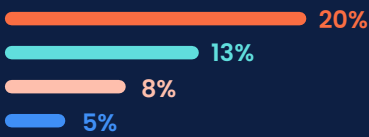
GRIEF AND LOSS



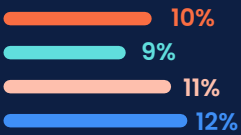
PHYSICAL WELLNESS (E.G. DIET, EXERCISE, ETC.) LONG TERM CONDITIONS



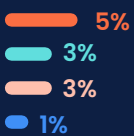
NEURODIVERSITY



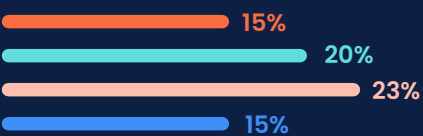
CARING



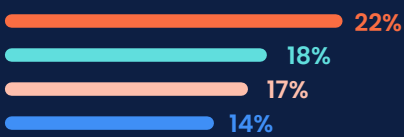
CLIMATE ANXIETY



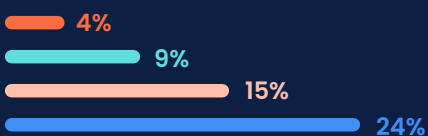
MENOPAUSE



MINDFULNESS



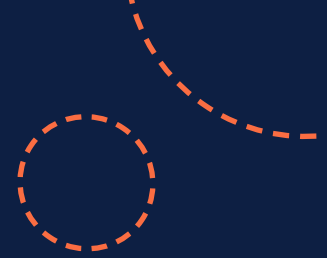
RESPONDENTS WHO DIDN'T BELIEVE THEIR EMPLOYER SHOULD PROVIDE SPECIFIC WELLBEING SUPPORT



— UNDER 35 — 35-44 — 45-54 — 55+

% of respondents selecting a specific topic that they believed should be included within a top five that their employer should provide support for

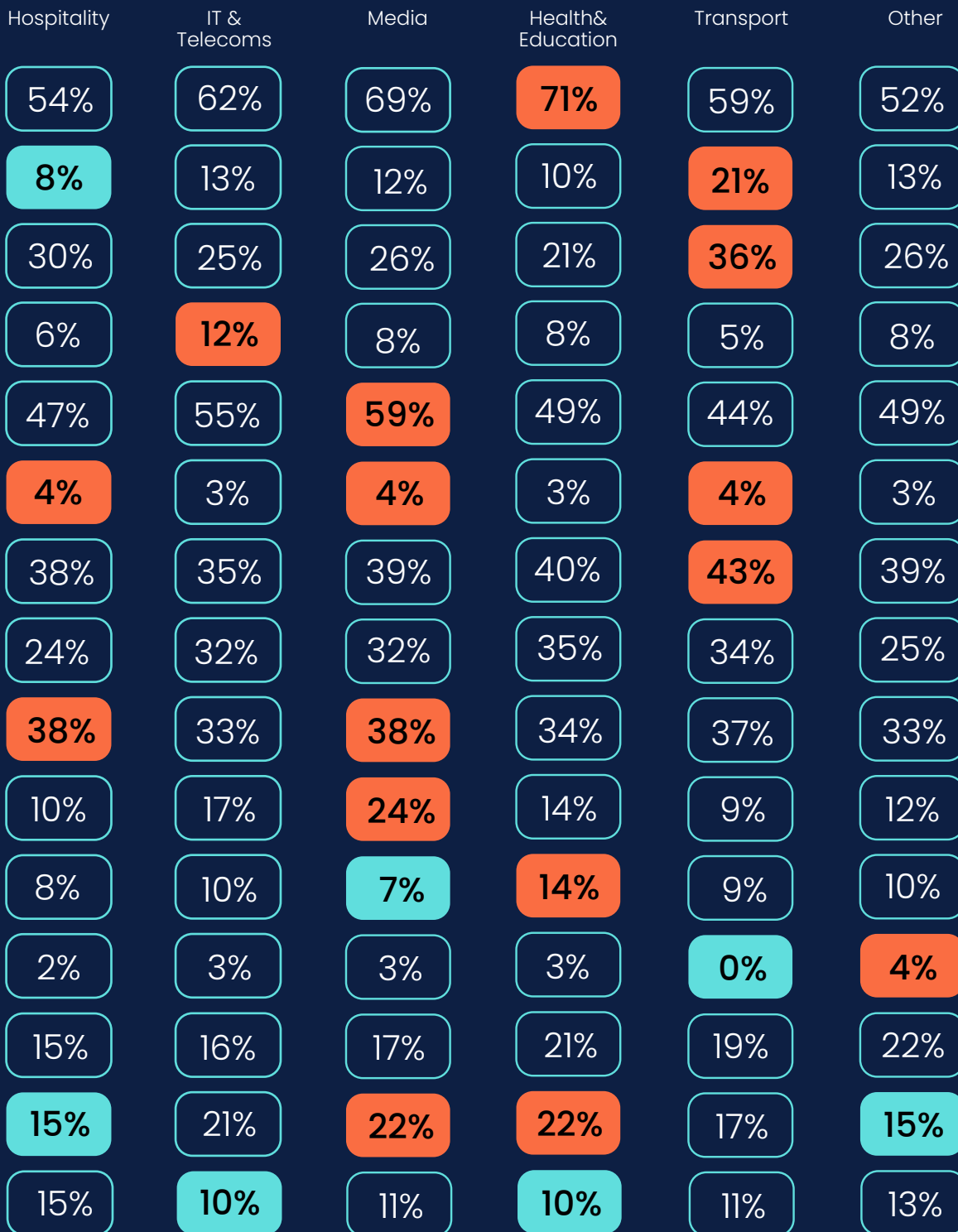
Employee wellbeing support by sector



	Manufacturing	Construction	Retail	Professional Services
Stress & anxiety	53%	47%	52%	57%
Addiction (all forms)	14%	14%	9%	13%
Abuse (all forms)	25%	22%	33%	26%
Gender and sexuality	7%	4%	9%	7%
Cost of living	46%	39%	50%	49%
Relationships	4%	3%	2%	3%
Grief and loss	34%	31%	43%	43%
Physical wellness (e.g. diet, exercise, etc.)	30%	22%	26%	37%
Long term conditions	31%	30%	33%	37%
Neurodiversity	6%	8%	8%	11%
Caring	8%	7%	14%	14%
Climate anxiety	3%	3%	3%	2%
Menopause	16%	13%	19%	24%
Mindfulness	18%	15%	17%	17%
Respondents who didn't believe their employer should provide specific wellbeing support	15%	21%	15%	10%

There are clearly some noticeable differences in the responses. For example, approximately one in three employees in transport, retail and hospitality cite abuse support as a requirement compared with less than one in four employees in the other sectors, perhaps reflecting their more direct public facing roles?

The most striking feature is the consistency across all sectors of the wellbeing support sought by employees, suggesting that as individuals we are similarly affected by pressures external to our working environment.



% of 2009 respondents selecting up to five choices of preferred support that they believe their employer should provide

■ HIGHEST % BY WELLBEING ISSUE ■ LOWEST % BY WELLBEING ISSUE

Who employees are most likely to engage with – by sector

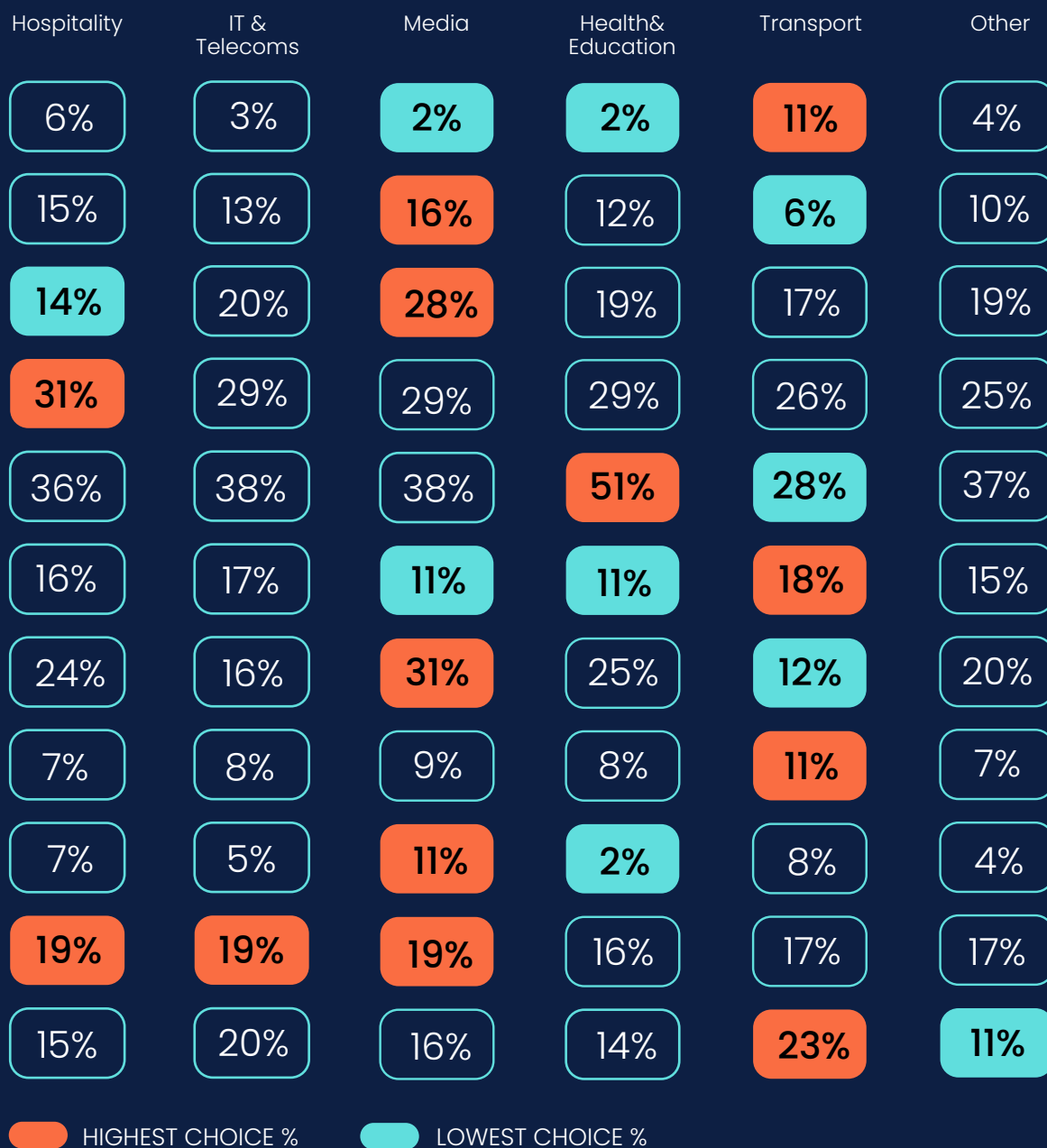
Given the choice, who would employees most like to learn from?

	Manufacturing	Construction	Retail	Professional Services
Sports people	7%	4%	6%	9%
Lifestyle coaches	7%	10%	9%	15%
Behavioural experts	14%	19%	15%	19%
Mental health advocates	27%	24%	27%	28%
Health experts	35%	34%	34%	40%
Mens health experts	15%	18%	14%	12%
Womens health experts	20%	20%	19%	23%
Employee voices	8%	6%	9%	10%
Well known personalities	3%	5%	3%	3%
HR/wellbeing	13%	13%	14%	15%
Finance experts	12%	16%	14%	20%

Earlier in our report employees told us they would be reluctant to speak to a manager or work colleague if they were struggling. They appear however more likely to listen to and learn from a colleague who shares their own lived experience.

Health experts and mental health advocates were considered to be important sources of advice and learning when it comes to mental health and wellbeing. Employees had also indicated a willingness to engage with behavioural experts.

There appears to be consistency across all sectors about the need for specific women's health support - with a minimum of one in 10 respondents stating this was necessary. This could reflect the growing interest in menopause and fertility as workplace issues.



% of respondents selecting up to five choices of who they are most likely to engage with to learn more about wellbeing

Who employees would turn to for support – by sector

If struggling with an issue who would an employee trust to help?

	Partner	Friend	GP	Line manager	Internet	No one
Manufacturing	41%	9%	14%	2%	8%	10%
Construction	37%	12%	13%	2%	7%	12%
Retail	35%	13%	13%	1%	7%	11%
Professional Services	38%	13%	10%	1%	8%	8%
Hospitality	28%	18%	12%	2%	9%	8%
IT & Telecoms	47%	11%	10%	1%	9%	7%
Media	37%	21%	6%	3%	9%	3%
Health & Education	37%	16%	10%	1%	9%	8%
Transportation	45%	7%	9%	1%	7%	12%
Other	44%	13%	9%	2%	6%	9%

Report Methodolgy

P.10 - Number of the 1009 businesses offering these services (can be more than one)

P.11 - Based on 697 employer responses (excluding those who didn't know or couldn't recall)

P.12 - Number of the 1009 businesses offering these services (can be more than one)

P.24 - Transport sample size is less than 50, and therefore considered an unrobust sample

Pages 25 & 31 calculated independently, using YouGov data

P.29 - Based on the responses 699 companies

P.29 - North East, Yorkshire, East Midlands, East of England, Wales and Scotland sample sizes are all under 50 after removing don't know/ can't recall and therefore are not a robust sample

P.31 - Male = 3274 responses / Female = 3008 reponses

Health & Education = companies in this sector providing services

Earlier in our report we highlighted the fact that employees would be reluctant to approach work colleagues or line managers for help if they were struggling with their mental health and wellbeing.

When we look at those same results, according to the type of industry in which they work, the gap is repeated.

The reluctance of employees to share personal challenges at work is something that is common across all sectors. The findings point to the need for solutions that encourage people to be confident taking action to help themselves to achieve positive outcomes. This highlights the need to bridge the gap between a person struggling and taking that first step to find support.

It must be remembered that employers have a legal duty to assess the risk of workplace stress for employees and to take appropriate action to ensure their wellbeing. Creating an environment that is conducive to open and honest two-way communication supports this.

Why won't employees speak up?

These are some of the many reasons why employees feel uncomfortable about approaching their employer for help.

- **The stigma around mental health**
- **Worry their manager wouldn't know how to help them**
- **Concern they will be seen as weak**
- **Fear of the consequences it might have on their career**

The report shows there is a gap in trust that employers need to address.

A more open culture around mental health and wellbeing, together with safe and confidential channels where people can speak up, will encourage staff to share and seek help.

Reflections

Our research shows that employers are investing in wellbeing but the findings question whether their investment is well placed. The challenge appears to be about the type of support being provided and the form in which it is delivered.

Access to organisational wellbeing support shouldn't be a lottery or a privilege. It shouldn't be dependent on factors such as role, location, or size of company. A company's wellbeing strategy must support every individual of the organisation effectively – from stockroom to boardroom – and this undoubtedly presents a major challenge.

Do businesses really understand the issues faced by the people who work for them? Do they really understand the curveballs that life throws at them outside the workplace that will affect them within it? Do they really understand what support their employees want, and when?

Our findings reveal there is a real need to bridge the gap between expectation and reality.

There is no silver bullet, or one-size-fits-all answer. Employers are trying to do their best, however it is clear that too many of the solutions they put in place are not being utilised.

Solutions which are reactive, stand alone, 'tick in the box', not trusted, or do not provide sufficient insight will not enable the deployment of early intervention and support strategies.

The findings of our research reflect the daily conversations I have with organisations seeking to improve their employee wellbeing. There is a consensus that employees require instant access to proactive, holistic, self-serve support, that encourages them to take ownership of their own wellbeing.

The workplace is something all of us should enjoy not dread. It's a place where we should be able to thrive whilst being productive. It's a place where we should be able to trust our employer to help us when we are struggling.

By listening to, and understanding what employees need, companies can start to build stronger, more empathetic and productive work environments.



Phil Worms

CEO

Frog Systems



ASHIA

The employee and organisation wellbeing platform from Frog Systems

First line wellbeing support to help employees through life's challenges, preventing the small things becoming the big things.

Safe, engaging content that educates, informs, and provides proactive support.

16 major wellbeing channels

Covering every aspect of the body, mind and relationships. There is no such thing as a single-issue struggle because we do not live single-issue lives.

Lived experience videos

Over 6,000 videos featuring real people telling real stories to educate, empower and break down stigma.

Wellbeing experts

Access to interviews, roundtables, podcasts and change programmes from leading healthcare experts and wellbeing practitioners.

Personal playlists

Wellbeing playlists, created by both the employee and the organisation, to track, share and learn from.

Signposted support

Automatic signposting to over 10,000 verified support organisations, resources, apps and services.

Real time analytics

Simple, intuitive, anonymised, and real time data needed to make informed employee wellbeing decisions.



frog systems

We provide employees with early support for life's challenges.

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Ashia is our platform for employee and organisational wellbeing.

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