



SATCoL

Wellbeing Commitment



SALVATION ARMY
TRADING
COMPANY

Component parts		The part we play
1	Make positive affirmation the central theme of all discussions with colleagues.	Be Kind. All colleagues should talk to each other with kindness, positivity and understanding, whatever the situation. Always be mindful of SATCoL's values.
2	Begin management discussions by acknowledging contributions and efforts.	Be Positive. Start every meeting in a constructive way - even those relating to performance management.
3	Through great leadership skills build healthy, collaborative, nurturing and supportive relationships across the company.	We Are One "Team SATCoL". Build positive relationships within your team as well as other divisions and departments.
4	Train all managers to gain a better understanding of how to support colleagues facing mental health issues.	Help Others. Use any management training provided to help sensitively guide colleagues suffering with wellbeing/ mental health/stress related issues.
5	Appoint Wellbeing Champions and develop wellbeing focus groups, so that all colleagues have access to their support.	Reach Out. Wellbeing Champions are here to support. Please encourage colleagues to contact them so that no one suffers in silence.
6	Give renewed focus to encouraging, rewarding and recognising active participation on our re:connect platform.	Be Informed. Daily visits to re:connect will inform and update you about 'all things SATCoL'. This includes a host of support for mental, physical, and financial wellbeing.
7	Provide the time and resources, both human and financial, to allow all colleagues to access appropriate wellbeing support.	Be Supportive. Signpost colleagues to all the human and financial support available and offered by SATCoL.
8	Regularly monitor people resources to align with the business needs.	Be Organised. Staffing levels to be appropriate to the business levels in any given area of the company, this includes volunteers.
9	Regularly review how SATCoL Values and Mission are integrated and reflected into every part of our culture and work.	Be SATCoL! Live and breathe SATCoL's mission and values on a daily basis, in every part of our working lives.
10	Recognise the hard work and success of your colleagues. Promote fun team based activities to make everyone's working lives happier.	Have Fun And Be Happy! Celebrate achievements, however big or small and focus on fun activities.

Compassion | Accountability | Respect | Equality