

Britain's Healthiest Workplace

FAQs

1. What is Britain's Healthiest Workplace?

Britain's Healthiest Workplace (BHW) is the largest, most comprehensive and **free** workplace wellbeing survey in the UK. By participating in the survey, employers gain a better understanding of the health risks affecting their employees, how these change over time, and their associated health and productivity impact.

2. How does the survey align with the Business in the Community Workwell Model?

In 2017, the alignment of the Britain's Healthiest Workplace question set with the [Business in the Community Workwell Model](#) ensured the survey took a whole person approach to physical and mental health, supporting and enabling employers to recognise the benefits of taking a strategic, proactive approach to wellbeing and engagement.

3. How can Business in the Community help you to improve your BHW score?

Membership of the Business in the Community wellbeing campaign provides you with:

- A dedicated Wellbeing Adviser to provide you with tailored specialist support and guidance to address gaps identified in your organisational report and enhance your wellbeing strategy and programme implementation
- Access to best practice and insights via brokered conversations, peer learning forums, events, and networking opportunities with peers from our membership of employers leading the way on workplace wellbeing
- Access to toolkits, research and case studies on workplace wellbeing
- Opportunities for recognition and positive brand association via our website, newsletters, social media platforms, and member-only sponsorship opportunities
- Access to training and workshops for your practitioners and employees.

4. What kind of benchmarking do I receive?

Organisations receive a sector benchmark and a benchmark against the top 5 organisations in the BHW sample. If organisations participated in previous years they will also receive a comparison across years. If multiple sites or population groups were provided upon registration, a comparison will also be provided across those groups.

How can I ensure Business in the Community are involved in the feedback session and review of our report?

Please tick the 'opt-in' box when completing the questionnaire for Business in the Community to be involved.

5. What should my company do to prepare to take part?

Employees are more likely to participate if they understand how their employer plans to use the information collected. We recommend that organisations prepare their staff to take part in the survey and ensure that their wellbeing strategy and approach is well publicised. This could be through targeted communications about the survey to employees in advance of distributing the links. Some companies run events such as ‘know your numbers days’ to raise awareness and enable employees to answer the survey more fully beforehand. BHW provide marketing collateral, so there is no need for organisations to prepare materials to promote the survey.

6. How long does the employee survey take to complete?

The employee survey asks for employees to answer a range of questions and to provide some data about their own health. It takes approximately 15-20 minutes for employees, provided the employee has gathered that information in advance. To ensure robust results, we recommend that employers provide employees with a clear understanding of what data will be required in advance of circulating the survey (see also question 6).

7. How long does the employer survey take to complete?

The employer survey requires data from a range of sources, so we recommend that organisations prepare each department that needs to provide data in advance of the survey completion. Many organisations find it useful to put together a working group to gather data and agree the content that will be submitted. Once you have gathered your data, BHW estimates it takes 45-60 minutes to complete the employer survey.

8. What is the average staff survey response rate?

This varies significantly with some employers providing very high response rate and others a lower rate. This is also a function of how BHW set the minimum sample requirement (based on their algorithm). The average response rate is approximately 30-35%.

9. How many companies take part?

Since its inception in 2013, over **400 companies and 100,000 employees** have taken part in the study.

10. Are BHW participants eligible for an award?

Organisations attaining the highest average score receive [recognition via four award categories](#), classified by small, medium and large employer: ***Britain's Healthiest Workplace; Healthiest Employer; Healthiest Employees and Most Improved Workplace.***

11. Where can I find more information?

Please visit the [Britain's Healthiest Workplace website](#) or contact:

- Danielle Wolman, Wellbeing Research and Policy Officer, Danielle.wolman@bitc.org.uk
- For further information about membership of Business in the Community's Wellbeing campaign, please contact Sabrina Bushe, Head of Workplace Membership, Sabrina.bushe@bitc.org.uk