



# Wellmind Health

## Measurable impact at a British Utilities Company

Prioritising quality, choice and confidentiality for a successful mental health initiative

### THE CLIENT



Anglian Water  
Main contact: Sarah Barton

### CHALLENGE



Identify a solution that reduces levels of employee stress, anxiety and depression

Deliver greater choice and flexibility of access

Reduce stress-related sick days and absences

Offer a high-quality digital option providing participant confidentiality and satisfy strict GDPR and IG compliance

### SOLUTION



Digital Mindfulness-Based Cognitive Therapy programme, easily integrated into wellbeing initiatives

Clinically proven and NHS-approved

Accessible and on demand web-app, compatible with all devices, including smartphones

Dashboard of anonymised analytics showing clear success and effectiveness measurements

### OUTCOMES



Be Mindful has been a key offering from Anglian Water for over 4 years

Course completers have averaged:  
40% reduction in depression  
41% reduction in anxiety  
28% reduction in stress

Improved accessibility and flexibility in delivery of mental health support

Viable, remote, self-care access provided for all employees



*"We know that employee stress and anxiety can come from any angle – at both work and home – but we also know that talking therapies are not suited to everyone. Making Be Mindful available to all our staff has provided a highly effective, self-help solution they can accessed anonymously and in their own time."*

Sarah Barton. Occupational Health & Wellbeing Manager

## Summary

Anglian Water employs 5,000 people and covers the largest geographical area of any water company in England and Wales. The company has always sought to look after the health and wellbeing of employees, and the support services they provide are seen as a significant factor in staff retention.

Recognising that stress, anxiety and other mental health issues were contributing to sickness absence, Anglian Water's Occupational Health department sought an additional tool to sit alongside their EAP service that could help employees self-manage their mental health.

As they considered options, Be Mindful stood out for its relevance to the needs of staff, its online accessibility, its endorsement from academic research, and its ability to report on clinically validated, mental health outcomes.

The course was initially provided to individual referrals by their occupational health advisor, to give them an additional self-help tool they could access in their own time. This model quickly evolved to allow all staff access, which removed the need for a formal referral, making enrolment easier, and allowing anonymous employee registration.

Wellmind Health supported the initial promotional campaign by providing leaflets, information, video clips and other resources. A self-registration page, linked from the Anglian Water Intranet, then allowed for immediate course access on their preferred, browser-based device.

Be Mindful continues to deliver a high-quality programme to Anglian Water staff, achieving outstanding participant feedback that reinforces the significant, positive outcomes it produces for course completers.

## Staff Feedback

*"I was showing high levels of stress when at work. I wanted to help myself, so signed up to the course and can honestly say it has helped me greatly; at work I take time to be mindful and breathe the stress away."* Linda

*"This course has helped me cope through some of the most difficult times in my life and has helped me see things in a more relaxed, rational way."* Adam

*"It was challenging, and the course took me several weeks to complete. However, I received great reminders and didn't feel pressured, as I could do each section at my own pace. I certainly learnt a lot and will continue to remind myself that no-one is perfect, we learn from our mistakes and move on. Thank you."* Bev

*"I have found the course very useful, and I will continue to use the relaxation and breathing techniques as they complement the yoga I do."* Marcia

*"The flexibility in the course delivery has been excellent, enabling staff to complete the lessons in their own time - and the results achieved by those completing have been very encouraging."*

Sarah Barton, Occupational Health & Wellbeing Manager

