

BACK TO WORK CONSIDERATIONS

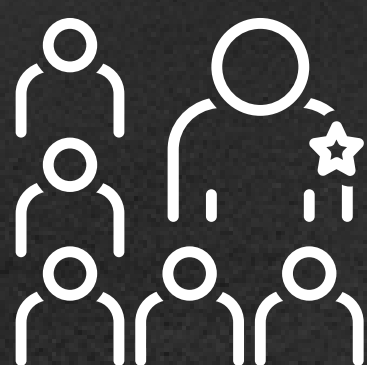
As businesses prepare to return to work, there are many things which need to be considered. YourTRACK has been developed to ensure that these solutions are tailored to your individual business needs. Not only is the current time one of the most challenging employers have faced, it is also one of the biggest opportunities to ensure your workplace allows all employees to thrive. Here are just a few of the things to consider when planning the return to your workplace.



THE ENVIRONMENT

With guidelines forcing a rethink to all aspects of the workplace environment, it is important to consider the most effective way of managing each aspect of the new environment.

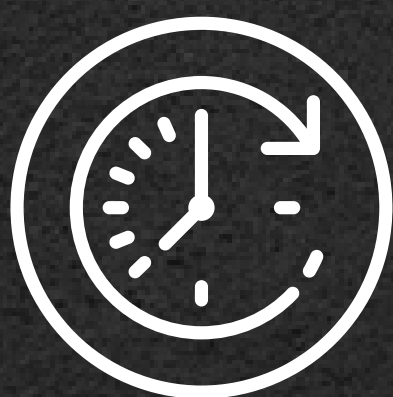
How has the layout changed to accommodate social distancing? Have staff been consulted on this? How does the new layout facilitate effective teamworking? Are staff able to get to work? How do you ensure staff working at home still feel involved?



INDIVIDUALS NEEDS

In a diverse workforce we need to ensure that all employees have the opportunity to thrive. Following the period of lockdown, we must ensure that we consider people's physical and mental well-being.

Have you been clear about why people are returning to work? Has this been communicated with staff? Are instructions and reasons clear for all? Is their flexibility for individuals?



FUTURE CHANGES

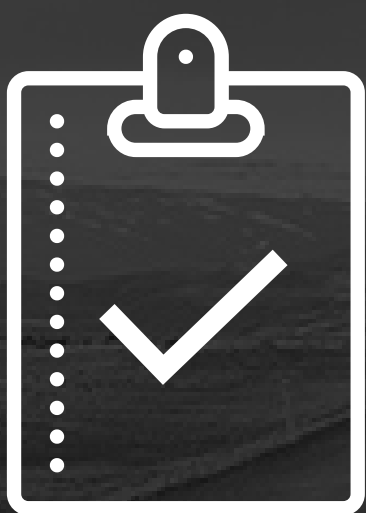
With so much uncertainty surrounding people's home and work lives, this could lead to increased anxiety. People will have many questions, about things which may previously have been taken for granted.

Can sudden changes be avoided? Have you shared plans for post-COVID19? Will things return to the "old way"? Can the changes be justified? Is more home-working a possibility in the future?

We can help you address the questions posed above. To Find out more, and develop your personalised solutions:

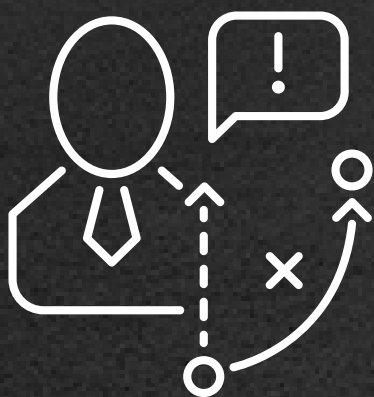
BACK TO WORK SUPPORT

Many workplaces have undoubtedly had to make substantial changes to all aspects of their business. As with any sort of change, training and on-going support is crucial to ensure the successful implementation of the new way of working. Balancing the needs of those returning to work, against those working from home or furloughed. All of which we address through our training and support services.



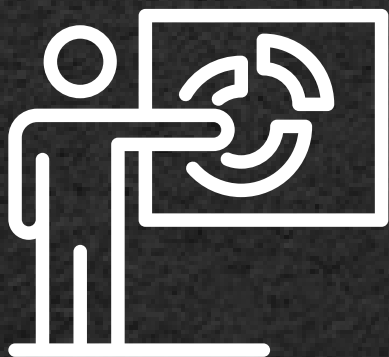
WORKPLACE AUDIT

By completing a Workplace audit, we are able to identify challenges which changes may create, and work out solutions which meet the needs of the business and its employees. This can help to support people's individual needs (including sensory) which may be affected by changes. This includes how best to support those still working from home, and helping to manage the team which may now be geographically separated.



PERSONALISED PLANS

All support we provide is personalised to you. We want to understand the culture at your company and ensure that not only is this not affected by changes, but can help to create the most effective way of working in the future. This could include phased timelines to return, and also providing mentoring support for those working from home. Guides to the new workplace can be produced so people know what to expect when they return, and the support which is available.



ON-GOING TRAINING

In an ever changing environment we recognise that on-going support is needed for both the organisations and the individuals. From Back to the Workplace Induction training, visual guides for people to view before they return through to on-going 1-2-1 support for individuals. As well as supporting the emotional and physical well-being of those who may not return to their previous physical workplace, and managing the needs of those working in new ways.

To Find out more, and develop your personalised solution, please contact us