



Enestee Staff Wellbeing Access

Done-for-you workplace wellbeing, delivered locally.

A practical monthly wellbeing support package for small and growing employers who want structured staff resources, manager guidance, HR-ready communication and confidential access to discounted Enestee counselling.

For small and growing employers

Designed for organisations that care about staff wellbeing but do not need, or cannot justify, a full Employee Assistance Programme.

Clear, ethical and practical

A counselling-led service with firm confidentiality boundaries, simple implementation and realistic support for managers and HR.

From £150 per month

Partner counselling discounts available for eligible staff.

Why employers choose Staff Wellbeing Access

Many smaller employers want to support staff wellbeing but do not have a large HR team, a dedicated wellbeing function or the budget for a full EAP. Staff Wellbeing Access bridges that gap with a structured, repeatable and affordable wellbeing offer.

The workplace reality

Stress, anxiety, burnout, low mood, absence and retention pressures can affect performance, relationships and morale. Managers may notice people are struggling but feel unsure how to respond appropriately.

The Enestee approach

We provide regular wellbeing resources, manager guidance and HR-ready messaging, backed by a confidential route for staff to enquire directly about Enestee counselling.

What this gives the employer

- A visible and credible wellbeing commitment.
- A monthly rhythm instead of one-off awareness activity.
- Practical wording for HR, managers and staff communication.
- A confidential access route that reduces barriers to counselling.
- A local alternative to generic or distant wellbeing provision.

Staff Wellbeing Access is designed to support your wellbeing culture. It does not replace your legal, HR, health and safety, safeguarding or management responsibilities.

What your organisation receives

- Monthly staff wellbeing resources.
- Access to a standard staff wellbeing portal.
- Manager guidance linked to each monthly theme.
- HR-ready staff communication wording.
- Staff launch wording to introduce the service.
- Confidential staff self-referral to Enestee.
- Partner discount on Enestee counselling for eligible staff.
- Partner discount on standard workplace wellbeing workshops.
- Signposting to relevant support routes.
- Simple implementation and basic service review support.

How it works

1	Join Your organisation joins Staff Wellbeing Access and confirms the staff group covered.
2	Set up We agree the access code, pricing band, launch date and internal contacts.
3	Launch Enestee provides staff launch wording, HR messaging and manager guidance.
4	Use Staff access resources and contact Enestee directly if they want to enquire about counselling.

Confidential counselling access

One of the core benefits of Staff Wellbeing Access is that staff can contact Enestee directly if they want to enquire about counselling. They do not need permission from their manager, HR or the business owner.

What the employer is not told

The employer is not told who contacts Enestee, who attends counselling, what is discussed, how many sessions someone attends, or whether someone continues or stops counselling.

What staff can expect

Eligible staff quote the organisation access code. Enestee completes the normal enquiry and suitability process. If appropriate and available, counselling can be arranged at the agreed partner discount.

Confidentiality boundaries

As with all counselling services, confidentiality has usual legal, safeguarding, professional and ethical limits. These are explained clearly as part of the counselling enquiry process.

Partner counselling discount

The discount is applied to Enestee's standard counselling fee at the point of booking. Unless a separate employer-funded arrangement is agreed, staff pay Enestee directly for any counselling sessions they choose to book.

The employer is not the gatekeeper. Staff contact Enestee directly, helping to reduce barriers to support while protecting confidentiality.

Support for staff, managers and HR

For staff

Regular wellbeing resources, practical signposting and a direct route to enquire about discounted Enestee counselling without first asking a manager or HR.

For managers

Guidance to help managers notice possible signs of pressure, start supportive conversations, avoid trying to diagnose or counsel, and signpost staff appropriately.

For HR and internal communication

Ready-to-use wording for staff emails, intranet posts, newsletters, WhatsApp or Teams messages, noticeboards and short reminders.

For the organisation

A consistent wellbeing rhythm that is simple to launch, practical to maintain and clear about what is inside and outside scope.

Manager boundary

Managers are often the first people to notice when someone is struggling, but they are not counsellors. Staff Wellbeing Access helps managers talk about wellbeing safely and appropriately without turning them into clinicians.

HR communication support

Each month, Enestee provides HR-ready wording to help the organisation communicate the wellbeing theme clearly and consistently, reducing the burden on HR or business owners.

A 12-month rhythm of practical wellbeing themes

Each month focuses on a practical workplace wellbeing theme. The exact calendar can vary, but the annual programme is designed to keep wellbeing visible throughout the year.

Month	Theme	Focus
1	Stress and pressure	Recognising strain and building practical coping habits.
2	Sleep and recovery	Rest, recovery and the link between sleep and resilience.
3	Anxiety and uncertainty	Understanding worry and responding to uncertainty.
4	Low mood and motivation	Supporting motivation, energy and early help-seeking.
5	Burnout and boundaries	Sustainable working patterns and healthy limits.
6	Communication and connection	Relationships, belonging and supportive conversations.
7	Confidence and self-worth	Confidence, self-doubt and practical self-support.
8	Change and resilience	Navigating change without overloading people.
9	Neurodiversity and difference	Awareness, inclusion and strengths-based support.
10	Emotional regulation	Understanding emotional responses and recovery.
11	Grief, loss and life events	Human support during difficult life moments.
12	Reflection and reset	Reviewing the year and setting realistic intentions.

Pricing and scope

Organisation size	Monthly retainer	Partner discount
1-9 staff	£150/month	25%
10-24 staff	£250/month	27.5%
25-49 staff	£400/month	30%
50+ staff	Bespoke	By agreement

The monthly retainer covers the Staff Wellbeing Access package. Counselling sessions are not included unless a separate employer-funded counselling arrangement is agreed in writing.

What this is not

- A full Employee Assistance Programme.
- A 24/7 helpline or emergency crisis service.
- Occupational health or fitness-for-work assessment.
- HR advice, legal advice, tax or accountancy advice.
- Mediation, workplace investigation or individual usage reporting.
- A replacement for your own policies, risk assessments, safeguarding procedures or management responsibilities.

Optional enhancements

Employers may also discuss workshops, bespoke support, employer-funded counselling, part-funded counselling, a fixed session allowance, or a higher-touch Workplace Wellbeing Partner arrangement.

Frequently asked questions

Is this an EAP?

No. It is a structured workplace wellbeing and counselling access arrangement, not a full Employee Assistance Programme.

Is counselling included in the monthly fee?

No. Counselling sessions are paid for by staff at the partner discount unless a separate employer-funded arrangement is agreed in writing.

Will we know which staff use counselling?

No. The employer is not told who contacts Enestee, attends counselling or what is discussed.

Can we fund counselling for staff?

Yes. Employer-funded or part-funded counselling can be agreed separately and does not change the confidentiality boundary.

Can managers refer staff?

Managers can remind staff support is available, but staff contact Enestee directly. Managers should not pressure staff to use counselling.

Can we add workshops?

Yes. Partner organisations receive a discount on standard Enestee workplace wellbeing workshops. Workshops are quoted separately.

Bring structured wellbeing support into your workplace. Contact Enestee to discuss your organisation, staff numbers and preferred launch date.

Call: 01352 406951

Email: info@enestee.uk

Website: www.enestee.uk

WhatsApp Business: 07378 466459