

Wellness in the Workspace by queerwell

Evidence-Led LGBTQIA+ Mental Wellbeing for Safer, Stronger Workplaces

Queerwell is a community-led LGBTQIA+ mental health charity delivering evidence-led workplace programmes through accredited professionals.

Wellness in the Workspace is Queerwell's specialist programme supporting employers to improve LGBTQIA+ mental wellbeing while meeting ESG, DEI, and Health & Safety obligations. The programme is grounded in **Queerwell's 2025 national LGBTQIA+ mental health report** and aligned with the **9-Point Plan for Supporting Mental Wellness in the Workplace**, providing a robust framework for prevention, early intervention, and structural inclusion.

Strategic Context

Evidence shows LGBTQIA+ employees experience higher levels of chronic stress, burnout, concealment, and disengagement due to avoidable workplace harm. These factors increase sickness absence, turnover, grievances, and legal and reputational risk. Mental health disparities are driven by workplace systems and cultures rather than identity.

Organisational Value

The programme enables organisations to:

- Reduce avoidable psychological harm and associated risk
- Strengthen psychological safety and workforce stability
- Improve retention, engagement, and performance
- Demonstrate governance, accountability, and due diligence

Outcomes

Organisations engaging with the programme can benefit from improved retention and engagement, reduced sickness absence and presenteeism, increased management confidence, and lower grievance, legal, and reputational exposure.

For fees, further information, and our brochure contact: tim@queerwell.org.uk

A curated programme of evidence-informed workshops and learning spaces, designed to support LGBTQIA+ mental health, wellbeing, confidence and resilience at work and home. Delivered online or in person by qualified, experienced practitioners including psychotherapists, psychologists, coaches, and specialist facilitators.

LGBTQ+ Mental Health and the Workplace

Minority stress, disclosure, and workplace risk — for staff and managers

Neuroqueer Wellbeing

Supporting neurodivergent LGBTQIA+ staff and inclusive management practice

Being Queer Confident

Confidence, empowerment, and wellbeing for LGBTQIA+ employees

Bounce Back, Resistance and Reconnection

Steadying yourself when pressure, stress and disconnection show up

Bounce Back part 2

When doubt shows up. Working with imposter feelings and internal pressure after moments of stretch

Navigating Relationships

Boundaries & Belonging
Managing wellbeing where work and personal stress intersect

Money and Mental Health

Understanding debt and financial stress and its impact on wellbeing