

Protected good practice

Breck Foundation is a charity dedicated to protecting children and young people online. Their work centres on education, co-production, empowerment, and advocacy, ensuring young people's safety and wellbeing remain at the heart of every action, strategy, and resource they create.



CHALLENGE:

Before joining the programme, Breck Foundation had a supportive culture around mental health, but much of this was informal and undocumented. The team also recognised the need for safe spaces in wellbeing conversations, and noted that previous attempts at structured wellbeing work had not always gained momentum.

“Processes... happen quite naturally for us as a small team... but needed to be formalised.”

“Greater understanding that it's ok to not be ok.”

THE PROGRAMME:

The programme provided structured time, accountability, and a supportive environment for authentic team reflection. Early sessions helped the team identify what was working, what was missing, and what needed to be strengthened. Learning from other organisations was particularly valuable, offering new ideas and reassurance.

KEY OUTCOMES:

1

Clear documentation of wellbeing culture and expectations

- Policies, induction plans, and wellbeing processes were written down, creating consistency and clarity for current and future staff.
- New starters now have a clearer understanding of the organisation's culture and wellbeing approach.

2

Increased confidence and consistency in wellbeing support:

- Greater confidence to talk openly about wellbeing, both within the team and across the organisation.
- The team now have wellbeing plans.
- Work With Me Passports have been implemented.
- Clearer expectations around wellbeing conversations.

THE IMPACT:

We now have lasting clarity and consistency with our proactive wellbeing culture, giving current and future staff a shared understanding of expectations and support. This has protected good practice and reduced the risk of it being lost as staff change.

