



MARKET RESEARCH REPORT JUNE 2026

Employer perspectives on workforce health and benefits



Chapter 2

The state of health and wellbeing strategy

From intention to action

Support for employee health and wellbeing is firmly on employers' radar, but the ways they approach it varies considerably.

Some employers have clear, documented strategies that are reviewed regularly, while others take a more informal or reactive approach, suggesting that not all have a clear plan in place.

Our findings also show that concern about employee health and wellbeing remains high, particularly in relation to mental health, financial pressures and access to healthcare.

How are employers responding to these issues?

About the research

This research was conducted among 500 HR decision makers from the UK through online polling, on behalf of Everywhen, by Opinium Research.





The structure behind health and wellbeing support

Just over half of employers (51%) have a documented health and wellbeing strategy that is reviewed regularly, while a further 6% say they have a strategy but have not written it down.

Others take a less formal approach. Nearly one in five (18%) say their benefits offering is their strategy, while 13% provide support on an ad hoc basis. More than one in 10 (11%) say they do not have a health and wellbeing strategy at all.

The findings suggest that although many employers are taking action in this area, a well-defined strategy is not yet in place everywhere. This reflects a theme seen elsewhere in Everywhen's research with the CIPD - [What UK businesses think about employee benefits](#) - where employers reported having benefits in place but not always a clear strategy underpinning them.



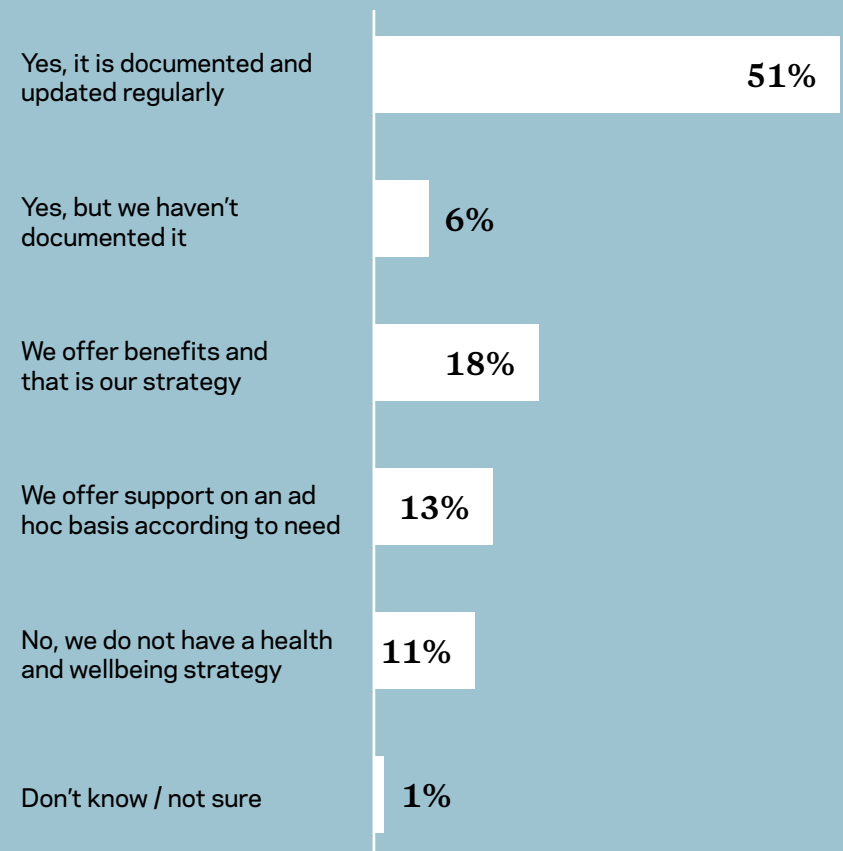
“A health and wellbeing strategy helps employers take a more consistent and forward-looking approach, with a clearer framework for planning and adapting support. This can make it easier to move beyond reactive decision-making and develop a more cohesive strategy. Increasingly, employers are being encouraged to focus on prevention and early intervention, rather than waiting until issues become more serious.”



Jason Britton
Commercial Director, Everywhen



How do you tailor benefits for different employee needs?





The pressures shaping employer concern

Employers increasingly see wellbeing as being shaped by a mix of mental, physical, financial and social pressures.

They are concerned about a range of health and wellbeing issues, but mental health stands out most, cited by 59%. Physical health and financial wellbeing follow at 49%, while social health is a concern for 34%.

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Employers today are dealing with a wider range of pressures across their workforce. Mental, physical and financial wellbeing are closely linked, so support is most effective when it looks at the whole picture rather than addressing issues in isolation.

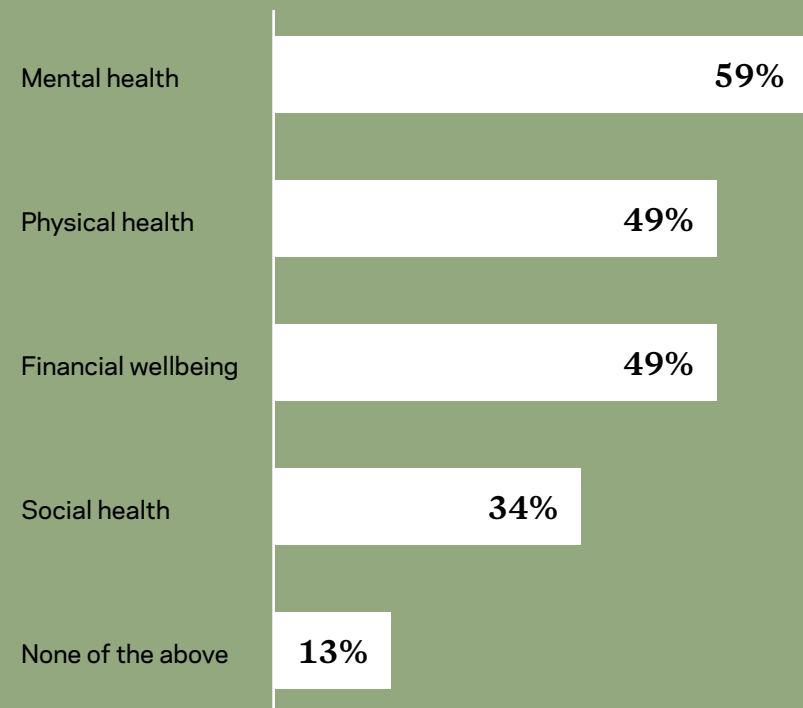
“A more coordinated approach can help organisations identify risks earlier and provide practical support before problems escalate.”



Debra Clark
Head of Wellbeing, Everywhen



Do any of the following concern you in terms of your employees' health and wellbeing?





Where employers are focusing next

Looking ahead, employers are placing the greatest emphasis on mental health, with nearly half (49%) planning to prioritise this area over the coming year.

Financial wellbeing, health screening and general fitness also rank highly, suggesting a growing focus on prevention and everyday health.

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“The organisations making the most progress are those that focus on prevention as well as treatment.”

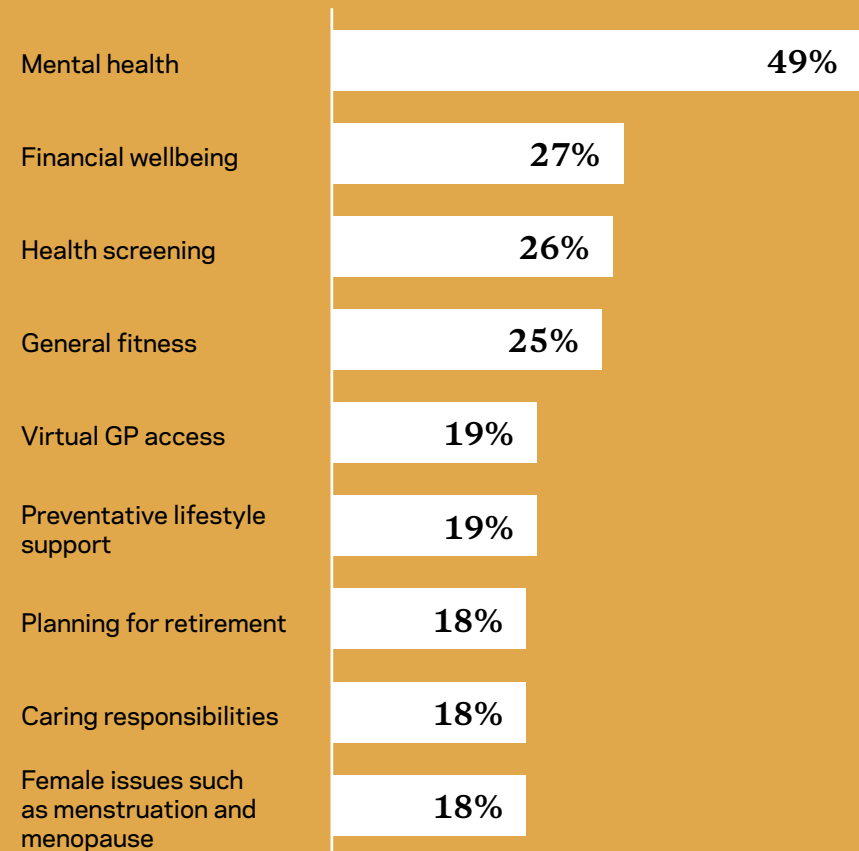
“By identifying priorities early and putting practical support measures in place, employers can help to reduce risk and strengthen long-term wellbeing. This reflects the growing shift towards prevention and early intervention, helping employers support healthier, more sustainable workforce.”



Debra Clark
Head of Wellbeing, Everywhen



Which areas of employee health and wellbeing will your organisation focus on in the coming year?*





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