

Policy Innovation - Wellbeing

1. Stakeholder Wellbeing Analysis (20-30mins)

Objective

This exercise is designed to help to identify the key segments and communities affected by a policy, strategy or service, and consider how their wellbeing might be impacted by its implementation. It can be a simple standalone exercise or be one of the first exercises to complete in a wider Policy Innovation Wellbeing Workshop. It can support options analysis. The objectives are to:

- Identify whose wellbeing will be impacted and in what way
- Identify if there are winners/ losers i.e. the policy improves wellbeing of one group at the expense of another

Approach:

- Identify the different stakeholders and target audiences who might be impacted by your policy:
 - Include audiences at different life stages if relevant
 - Include frontline workers whose wellbeing could impact delivery
-then for each....
- Rate to what extent you think the wellbeing of each stakeholder will be impacted – positive, neutral or negative. Refer to the attached table of domains and factors which influence wellbeing if helpful.
- Justify your ratings – referring to relevant aspects of the policy/ service
- Are there winners and losers?
- Are there ways the policy can be adjusted to improve wellbeing outcomes for these stakeholders?

Tips

- ✓ Repeat analysis on different policy options if required
- ✓ Refer to table of wellbeing domains if required
- ✓ Group exercise, or individual with group discussion

Wellbeing Workshop Exercises

1. Stakeholder Wellbeing Analysis
2. Wellbeing-Time Analysis
3. Wellbeing Perspectives Analysis
4. Five Ways to Wellbeing Analysis
5. Contribution Analysis
6. Life course Analysis

Stakeholder Wellbeing Analysis Form

	Key Stakeholders	Impact	Details
	Who will be impacted by the policy, strategy or service?	on wellbeing: Positive Negative or Neutral?	Justify impact rating: Which domains/ factors of wellbeing will be impacted (see table)? Can any factors be 'designed-in' so that the policy has a more positive or 'less-negative' impact on stakeholder wellbeing?
1			
2			

3			
4			

Wellbeing Domains/ Factors – Tick which are relevant to your policy/ service or strategy

✓	“Integrating Factors” (Joining-up with other policy areas)	Wellbeing Domain	“Innovation Factors” (Not always considered)	✓
	Mental Health, Physical Health	Health	Satisfaction with Health, Resilience	
	Family, Marriage/ Partnerships	Relationships	Friendships, Neighbourliness, Loneliness	
	Employment/ Unemployment	What we do	Job Satisfaction, Job Security, Underemployment	
	Art, Sport & Culture		Work-Life Balance/ Leisure/ Time Use	
	Volunteering/ Care Giving		Altruism, Religion	
	Income/ Poverty/ Debt	Personal Finance	Stability/ Financial Stress	
	Growth, National Debt, Prices	Economy	Sustainability	
	Education & Skills, Adult Learning	Education & Skills	Life Skills/ Capabilities	
	Community/ Neighbourhood	Where we live	Trust in People, Sense of Belonging	
	Crime		Fear of Crime/ Safety	
	Housing, Transport, Built Environment		Housing & Transport Satisfaction Commuting	
	Air Quality, Noise	Natural Environment	Nature, Green space	
	Voting, Transparency, Civic Participation	Governance	Trust in Institutions, Social Action	
	Control, Rights	Personal Wellbeing	Happiness, Anxiety, Sense of Purpose	
	Equality, Fairness		Self-Esteem, Dignity	

Questions to Consider:

- ✓ Is factor relevant to the policy challenge you are trying to solve?
- ✓ Will implementation of policy impact the factor for the stakeholder of interest?
- ✓ Can you ‘design-in’/ influence some of these factors positively with changes to your policy/ service? How?

