

Sharps Brewery

Over 100 employees
Brewery in North Cornwall



Healthy
Workplace

What we do:

Our Brewery, situated on the North Cornish Coast, is a unique place. There's a certain kind of unavoidable energy. Something intrinsically Cornish, something inspired by being among the elements. Air, sea, rock; they surround our brewers who live on this stretch of coast. Looking out over the vast Atlantic, it is the ideal space to create exceptional beers that speak of where we come from. Every one of us has a passion for the place that makes its way into every drop of beer we make.

Why we became a healthy workplace:

At Sharp's Brewery the physical and mental well-being of our employees is paramount and we are committed to providing a working environment that minimises risk to health and promotes positive well-being. We want to ensure that we raise awareness and take a consistent approach across our business, providing meaningful and effective support to all our employees through the following:

- * Increase the awareness and focus on health and well-being issues and the support we provide, through our well-being pillars of:
- * Health Mind & Body
- * Financials
- * Work Life Balance
- * Work Environment

- * Job & Family events
- * Maintain and utilise our internal Well-being team to keep driving our Well-being mission across the business.
- * Offer a range of resources to ensure employees feel supported at the right time in the right way.
- * Gain regular feedback through our employee forums, well-being team and HR, to ensure employee feedback continues to shape our plans.
- * Increase line manager capability and awareness to ensure they are equipped to effectively support their employees in relation to health and well-being.
- * Review our data confidentially to identify trends in absence, causes of health issues, with the ultimate aim of improving our absence levels and providing proactive prevention rather than reactive treatment.



Recent health and well being activities:

This year was a full launch and celebration of joining the Cornwall Healthy Workplaces programme. We did this by having a health and well-being week in June where we promoted mindfulness, walking, physical activity and also the launch of our free fruit Fridays scheme. We also purchased a new table tennis table for our staff rest area and ran a Table Tennis Tournament.

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business. They lead by example to help raise awareness and encourage open and honest conversations. Managers take responsibility to support our employees' well-being and utilise our interventions to ensure we are doing everything we can. Our Employees take steps to nurture their own well-being and understand how our own behaviours may be impacting our colleagues around us. Employees are strongly encouraged to gain support from our EAP service, Occupational health, their Line Manager, Human Resources or one of the Mental Health Champions. We can then work together and utilise one or more of our interventions to support and help.



Plans aims for the next year:

We aim to build on our well-being toolkit and the interventions included to support our employees and raise well-being awareness. We have ambitious plans for 2020 focusing on Men's Health with a specific focus on Prostate Cancer. We will also focus on Menopause.

Quote feedback from Director:

We should all play a part in taking responsibility in our own personal well-being and that of others. Our Senior Managers take a supportive and active role in driving our Well-being agenda and engagement across the

Quote feedback from Staff:

"The table tennis is the best £200 we've spent! It's in constant use and not only is it keeping us fit but it has helped us to build relationships with people we don't normally work with. I love being able to have a 'bat and a chat!'"

"Well-being is high on all of our agendas at Sharps and it is so great to see the diverse range of well-being options from the free fruit to the table tennis to the moments that matter programme. There's always something going on at Sharp's to encourage health and well-being"