

St Austell Brewery

1500 employees
St Austell Brewery is an independent family run business.



Healthy
Workplace

What we do:

St Austell brewery produces many of the region's most popular beers for sale in pubs, bars and supermarkets in Cornwall, Devon, across the UK and overseas. St Austell Brewery is also the South West's leading wholesale supplier to the licensed hospitality sector, delivering beers, lagers, ciders, wines, spirits and soft drinks to nearly 5000 bars, restaurants, hotels, pubs and clubs in South West England.

St Austell brewery pubs can be found all over the South West, from Bristol in the east to the Isles of Scilly.

St Austell Brewery's Training Centre, Academy 1851, is a centre of excellence in training for the hospitality sector.

Why we became a healthy workplace:

Creating an environment that people are happy to work in, feel positive about coming to every day and actually benefit from are all considerations that mean St Austell Brewery are able to keep talented individuals within our organisation, helping them to develop their careers and allowing us to make use of that talent to stay successful and competitive in an increasingly demanding market place.

Recent health and well being activities:

We have brought Health Surveillance 'in house' and undertaken yearly. During this session a general health check is undertaken as well as the opportunity for employees to discuss any health concerns. The opportunity to discuss mental health is offered and leaflets and signposting are available whilst the opportunity for counselling is promoted through the Employee Assistance Programme. This enables the predominantly male workforce to be supported, in terms, of mental and physical wellbeing within a confidential and familiar environment.

The Brewery has run monthly 'wellbeing days' where employees have the opportunity to access massage, nutritional advice and hair and beauty sessions they might not otherwise find the time to do. These have been incredibly popular and are often booked out within hours of being promoted.

Plans aims for the next year:

Promote health and wellbeing on the intranet to enable employees to access information and support leaflets easily.

Continue to train the St Austell brewery Staff in CPR using the BHF Call Push rescue initiative.

Continue to promote and develop wellbeing days which will incorporate sessions to target the predominantly male workforce.

Quote feedback from Director:

'It has always been my belief that a company is only as strong as its people and of course that doesn't just cover physical strength. As the great great grandson of our founder Walter Hicks, I am extremely proud of the fact that we are still an independent, family owned company which from the earliest days has valued its workforce. We have many stories going back to the turn of the last century which mention plays being performed here as a diversion for the workers, while a barber shop in the bonded warehouse provided a service to those who couldn't make it down to the town during normal shop opening hours. Though I am sure there are many imagined perks to working in a Brewery, we do our best to ensure that we stay abreast of the latest initiatives in terms of wellbeing in the workplace and to create the best environments for our people to work in. The reality is that employment within the Brewery today brings with it a wealth of benefits including health care and access to many services related to Occupational Health, physical and mental wellbeing as provided by People Team.' James Staughton (Chief Executive)

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Quote feedback from Staff:

As a fairly new employee at St Austell Brewery I am really pleased and reassured that there is in house support for health problems. Knowing that Occupational Health is there and can be contacted is good to know.

The free fruit available all week also helps me keep up with my 5 a day - something I have struggled with previously.

There are loads of social events to get involved with including bowling nights, beach cleans and quiz nights which help you to meet other people working in different departments.

Laura Lutey (PA to SMT member).

Success Story:

During routine health surveillance a male employee, working in the production/distribution area, disclosed some anxiety and depression he had been experiencing of a number of years following a serious health issue which was now resolved. This gentleman stated he had found it difficult to disclose this to anyone apart from his partner and the issues were affecting his quality of life. As mental health support is discussed during the in-house health

surveillance this gentleman was able to disclose his problems and seek support. He was signposted to counselling via the Employee Assistance programme and advised to visit his GP. As Occupational Health is also in house, it was possible to follow up on this employee's progress. He has found the counselling immensely helpful, has been commenced on anti-depressants and feels positive about himself and his future mental health. He has expressed great relief at being able to access support and that this has turned his life around.

This is particularly rewarding as male employees are a difficult group to reach and at a high risk of mental ill health and suicide.