

# Ocean Housing Group Ltd

220 employees  
Not for profit, provider of social  
& affordable housing



## Healthy Workplace

### What we do:

At Ocean we believe affordable housing is not just about the buildings, but about the people who turn them into homes. We therefore provide a wide range of services to our residents, helping them to make the most of their homes and the communities they live in and through the combined operations of the three companies, the Group is committed to making a real contribution to Cornwall's housing shortage by building new and affordable homes (for rent, shared ownership and open market) for local people.

Our mission is 'to be an innovative provider of quality homes, with residents and staff at the heart of Ocean'

We are looking forward to continuing our work and increasing opportunities for homes and jobs in the county.

### Why we became a healthy workplace:

Beyond the obvious which is to reduce our costs of absence, healthy employees equal a happy, healthy and productive workforce. The Healthy Workplace Awards are an external validation of the work we were already doing to pro-actively support our staff to be their best and to cope with the development and growth

of the business in a healthy way.

We are currently in the latter stages of a transformational change project to meet the needs of our business and customers in 2020 and beyond and we can only do that if we have a happy and healthy workforce.

It also fits with our values and strategic objective to be an employer of choice and by offering a range of support initiatives we can help our staff to stay healthy both physically and mentally.

The Healthy Workplace Award shows our commitment to a health workplace and provides an opportunity for staff to get involved and pro-actively engage in their own physical and mental wellbeing in a fun and educational way with the support of the business.

### Recent health and well being activities:

Here are a few we have continued since 2017-2018:

- Intranet Health Hub
- Weight Management Initiative
- Raising awareness on the company's strategic agenda through Board reporting
- Noticeboards
- EAP (Employee Assistance Programme) and promotion and access to the App

- Health Champions Group
- Working with the H&S team and having a dedicated in-house Occupational Health Advisor
- Bi-Annual medicals
- Flu Jobs
- Cycle to Work scheme
- Beach Games
- Weekly Yoga

### New in 2018:

- Health & Wellbeing strategy supported by our Board
- 12 week 'Ignite You' programme with an external provider which covered weekly 1 hour workshops on Nutrition, Sleep, Stress, Thyroid and Diet Planning
- Mindfulness sessions each week
- Singing for Wellbeing
- Backcare Awareness Week, Sunsafe and Men's Health Week
- Mental Health Awareness Training for all 220 staff
- HSE Stress Management Standards training for all managers
- MECC training for our Health Champions and HR Team
- Recognised on the Mindful Employer Charter
- 5x staff fully trained as Mental Health First Aiders

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## Plans aims for the next year:

Whilst ensuring that we continue to update the Intranet Health Hub and promote our current initiatives we have plans to:

- Ensure all staff receive the MECC (Making Every Contact Count) training, and in addition train a member of the HR team to deliver this training as part of our new starter Induction programme.
- Arrange for a further 4x staff to be Mental Health First Aid trained
- Engage with our external provider to run more specific sessions regarding Nutrition, Stress and Sleep.
- Engage with the FREE training offered by Workplace Cornwall on Resilience and Sleep Hygiene.
- Roll out our own in house 'Get Active' challenge which was piloted within our Resources team in January 2019
- Encourage Run, Jog, Walk groups within the company and support with further initiatives from 'Couch to 5k' and lunchbreak walks and jogs.
- Take part in the Annual Beach Games in 2019

## Quote feedback from Director:

"The Health & Wellbeing of our staff is at the core of Ocean Housing Group's business culture"

We are proud to have been recognised for our commitment in the Healthy Workplace Awards and we are determined to ensure that our approach continues to evolve and develop to ensure all of our people enjoy working for the Ocean Group and have the best working environment to help them perform at their best.

## Quote feedback from Staff:

"Becky the trainer on the Ignite programme was awesome and it did have a positive impact on me"

"I look forward to my mindfulness session as it helps me focus on the here and now and put things in perspective"

"I enjoyed the Nutrition workshop and the science behind it. I have changed my diet and I now drink more water as a result of attending the sessions"

## Success Story:

By offering a range of initiatives this will enable staff to tap into something which suits their style of learning and in turn will enable them to find a way to support their health and wellbeing.

Our motto is 'If one persons life has improved as a result of our initiatives then its been a success'

Emma has taken a lot from attending the IgniteYou sessions and has lost a stone in weight since attending. She has learnt a lot and has even encouraged her friends and family to take guidance from the information she received.