

Ocean Housing Group Ltd

235 employees
A Housing Association
providing 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 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 improving the health and wellbeing of our staff and residents.

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.

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 healthy 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:

- Intranet Health Hub - centralising information in one easily accessible portal
- Raising awareness of the company's strategic agenda through Board reporting
- Noticeboards - Regular features on specific health & wellbeing topics
- EAP (Employee Assistance Programme) and promotion and access to the EAP App
- Health Champions Group - meets regularly to initiate new ideas and assist in promoting events
- Working with our H&S team and having a dedicated in-house Occupational Health Advisor
- Bi-Annual Medicals

- Flu Jabs
- Cycle to Work Scheme
- Beach Games
- New in last 12 months:
- Mindfulness sessions
- Singing for Wellbeing
- Rolled out MECC and Mental Health Awareness training to over 170 staff throughout the Group
- MECC trained Heather Taylor as 'Train the Trainer' to enable us to incorporate this training for all new starters
- 8x staff fully trained as Mental Health First aiders

Plans aims for the next year:

- Sleep Hygiene sessions via Healthy Workplace Cornwall
- NHS Checks with Graham Hicks
- Menopause - Educating all staff and supporting women and managers in the Workplace
- Importance of Mental Health in Construction
- MECC training for all new starters
- SafeTalk for Neighbourhoods Staff
- Support further staff to become ASIST and Mental Health First Aid trained
- Take part in the Annual Beach games 2020
- Further encourage 'Physical Activity' and promoting Walking Groups in lunchbreaks and rolling out a Group 'Get Active Challenge'

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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 Framework 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:

'I am now aware of my responsibilities to myself about my health and wellbeing with the initiatives and training provided by Ocean'

'I am grateful for the support Ocean give me regarding my mental health. They encourage us to talk and provide that extra support we need'

Success Story:

By offering a wide range and variety of activities this will enable staff to tap into something which suits their current needs or style of learning and in turn will enable them to find a way to support their health and

wellbeing.

Our motto continues to be 'if one persons life has been improved as a result of one of our initiatives then it has been a success'