

Children's Hospice South West

371 employees
The Children's Hospice South West (CHSW) is a registered charity.



Healthy Workplace

What we do:

Founded in 1991 CHSW provides hospice care for families who have a child/young person with a life limiting/life threatening condition, which means they are likely to die in childhood. We exist to make the most of short precious lives and are dedicated to the provision of the best possible hospice care, putting children and families at the centre of all we do. At each of our three wonderful children's hospices across the south west we provide respite - short breaks for the whole family, a sibling service for brothers and sisters, emergency care/support, specialist palliative care, end of life care, and a bereavement service for as long as is needed.

Why we became a healthy workplace:

CHSW strives to be in a healthy place to meet the challenges ahead and to continue to develop as an 'employer of choice' encouraging and developing a culture and environment that fosters a healthy workplace.

Workplace Health (WPH) is central to the vision, values and long-term development and sustainability of CHSW, and linked to the organisations culture to meet the changing needs of our staff, build resilience, create better working lives, better work performance, reduced staff turnover and increased

efficiency.

The workplace is a setting where many people spend the largest proportion of their time and therefore can play a key role in contributing to the health of staff members and in turn the health of the organisation.



Recent health and well being activities:

CHSW registered on the healthy workplace award scheme in January 2019 and during this time have provided a wide range of activities to support staff health and wellbeing. Listed below are just a few of them:

- Hold bi-monthly health and wellbeing meetings;
- Recruited health and wellbeing champions;

- Have 16 trained MH first aiders across CHSW;
- Participated in various campaigns e.g. festive fashion day; national picnic month; on your feet Britain day; PHE catch it, bin it, kill it; World suicide prevention day; mental health awareness week;
- The daily mile;
- Annual NHS health checks;
- Took part in the Joint Pain Advice Pilot;
- Mindfulness sessions;
- Stress and Resilience workshops;
- Mental Health Awareness sessions;
- Staff experience events;
- Physical activity sessions;
- Healthy weight in the workplace sessions;
- Produced a health and wellbeing manual/directory.



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Plans aims for the next year:

To continue to build resilience and embed health and wellbeing into the culture of CHSW;
Celebrate this years' achievements to ensure staff are reminded of the benefits and why our workplace is a great place to work;
Produce an annual calendar of different monthly topics for 2020;
Keep the website updated monthly and provide resources all year round;
Book more NHS Health Checks;
Develop a reward and recognition scheme;
Explore options available with the intention of introducing an EAP Programme.

Quote feedback from Director:

"On behalf of CHSW's Board I want to thank everyone for their dedication, commitment and hard work invested in Health and Wellbeing across the organisation and achieving a silver award during the first year of registration on the scheme. It has been a positive journey, not without its challenges, and we still have a way to go when continuing to build resilience and embed health and wellbeing into the culture of CHSW. CHSW strives to be in a healthy place to meet the challenges ahead and will continue to develop as an 'employer of choice' encouraging and developing a culture and environment that fosters a healthy workplace to attract and

retain talent. For now, it is important to take time to celebrate this years' achievements to ensure staff are reminded of the benefits and why our workplace is a great place to work."
Daphne Sands, HR Director

Quote feedback from Staff:

"Being part of an organisation which is participating in the healthy workplace scheme has made me feel more valued as an employee. I have participated, and benefitted from the health checks, also gained a lot of knowledge from attending mental health first aid and this has reinforced that my employer cares and is committed to promote my own and my colleagues health and wellbeing".

"I have attended the NHS health check, provided by Healthy Workplace team via my employer and the results from the check were really positive. I do try to maintain a healthy lifestyle and so having confirmation was fantastic and bolstered my confidence as I now know that eating healthily and doing exercise regularly has all been worthwhile, and it has renewed my determination to continue".

"Over the last 6 months as Health and Wellbeing Champions we have offered our colleagues lots of opportunities to get involved in a variety of things that improve health and

wellbeing in different ways from physical exercise ideas to team building. During the summer months we encouraged lunchtime walks and also linked these in with the Care Team fancy dress days to add some fun and to bring a sense of togetherness with other teams on site. Other things we have done have included wearing a 'spooky accessory' to work, we provided a glass of 'firework fizz' (non alcoholic of course!) on Bonfire Night as a feel good treat for the team and we have been circulating hints and tips on wellbeing to name just a few. This initiative has encouraged us and the team to take some time to think about, and prioritise, our own health and wellbeing as well as that of the whole team which we have enjoyed being a part of."

