Setting the Scene:

Steve Brown, Interim Deputy Director of Public Health and Service Director for Wellbeing and Public Health
Keynote Address:

Professor Dame Carol Black, Expert Adviser on Health at Work
Healthy Workplace Conference and 2018 Awards
Cornwall, 18 March 2019

Progress in Health Work and Wellbeing

Dame Carol Black
Expert Adviser on Health and Work
Public Health England and NHSE
Principal, Newnham College Cambridge
In the UK, we need to compete on the quality of what we do – and that makes staff performance and productivity vital. And **workplace health** is essential to both of those key factors. ”

Neil Carberry CBI Director of employment & skills

Sickness absence **plus** presenteeism = annual productivity loss

• UK Productivity loss is high and on a worsening trend.
• **Presenteeism** is the most significant component of productivity loss.
Too few drivers in the journey keeping people in work.

Each year 140,000 ESA claimants come direct from work without a period of employer support.
Drivers of presenteeism, absence, and low productivity

- Poor leadership and low Board engagement
- Lack of ‘people-capable’ line managers
- Lack of workplace data
- Mental ill-health and its associations
- Musculoskeletal problems and their consequences
- Needs of particular groups of workers – gig workers, carers, LGBT, etc
BHW: helping employers build case for investment in employee health

Independence
Independent Advisory Board

Rigour

Scale
430 organisations
150k employees
>20m data points
Risk factors that impact on productivity loss

Cross-sectional analysis

Independent effect of modifiable drivers of work impairment, as determined across 98,000 distinct employees over 3 years
Relationship: change in risk factors and change in productivity loss

Reduction in work impairment days associated with reduction in risk factors

**Longitudinal analysis**

Reduction in work impairment associated with reduction in risk, as determined across a cohort of 7,247 repeat participants over 3 years

- Reducing MSK pain (per condition): 0.8
- Reducing added fats: 2.5
- Increasing activity from 30 to 150 mins per week: 2.6
- Reducing time pressures: 2.9
- No longer being bullied: 5.0
- Increasing sleep from 4 to 7 hours: 5.2
- No longer having financial concerns: 5.8
- Reducing salt intake: 6.2
- No longer being depressed: 31.0

Covariate adjusted

**Vitality**

**RAND EUROPE**
Analysis of 26,432 employees in 129 organisations

Average days lost due to absence and presenteeism, per employee per year **35.6** days

Best-performing company in survey, Nomura **18** days

55 mins of every lost productive hour due to presenteeism

Over one third of productivity loss related to work stress and lifestyle choices

Average productivity loss per employee translates to **£81bn annual cost** to UK economy
Mental Ill-Health – its relationships

- Bullying
- Physical inactivity
- Obesity
- Sleep
- Managers’ behaviour
- Financial concerns

Depression
Anxiety
Stress
Sleep

What Critical Processes Occur in the Sleeping Brain?

• Regulating growth & repair
• Emotional processing
• Developing memories
• Processing information
• Replacing energy reserves
• Rebuilding metabolism
• Removing waste products

Essential reading: “A top sleep scientist argues that sleep is more important for our health than diet or exercise.”

from lecture by Russell Foster

A strain-reducing company culture

Considers:

- Mental health problems, and critical life events, as normal aspects of a mentally healthy life.
- Good mental health to be reflected by mature (open, active and self-critical) handling of such problems.
- Companies should not ‘punish’ mental health problems – but instead reward good problem-solving behaviour…
- … and reward problem-addressing behaviour in managers.
Groups often ignored

- Gig and irregular workers
- Young workers – transition to work
- LGBT+ : stigma, harassment
- Those affected by Domestic Violence
- Women in the workplace
- Carers who work
LGBT and LGBT+

UK Government *National LGBT Survey* 2017 – online survey with responses from 108,000 LGBT+ UK people

- 56% of respondents felt uncomfortable being open in the workplace about their sexual orientation
- 23% had experienced a negative or mixed reaction from other workers due to being thought to be LGBT+
- 28% of LGBT+ CEOs had been advised to hide their sexual orientation at work
- 81% of LGBT+ employees have experienced a mental health condition, but only 60% of all employees

BITC *Working with Pride* report 2018
Best and worst countries to be a Working Woman

The glass-ceiling index

The latest data suggest progress for women at work has stalled

Glass-ceiling index
Environment for working women, 2018 or latest, 100=best

Best

Worst

Sources: European Institute for Gender Equality; Eurostat; GMAC; ILO; Inter-Parliamentary Union; OECD; national sources; The Economist

Britain now no.24, 2 down from last year

Progress has stalled

The median pay gap for full-time UK working women is still around 14%
Gender – overall points

- 62% of workers paid below the living wage are women.
- Women are paid less than men in all age groups.
- Gender pay gaps widen with age, to above 20% at 40 up.
- For 50+ the gaps have changed little since 2005; in younger age groups the gaps are narrowing but still exist.
- Law profession: since 1919 open to women, now 60% of entrants. But only 1 in 5 senior judges is female, only 28% of partners, only 19% of ‘magic circle’ partners.

UK Equality and Human Rights Commission
The Commission’s 3-year research project (2016) showed over 75% of pregnant women and new mothers (i.e. 390,000 women) experience each year negative and potentially discriminatory treatment.

This includes 54,000 being forced out of their jobs per year due to pregnancy and maternity discrimination.

One in five mothers report harassment or negative comments from colleagues or manager when pregnant or returning from maternity leave.

25% of mothers under 25 (15% overall) reported negative impact on their health and stress levels.
Women’s risks in employment

Caring: 30% of women in their late 50s care for an adult
25% women aged 50-64 do caring, only 16% of men

Menopause: Over 50% of women 45-55 find difficulties with it

MSKs: At 50+, more women than men have MSK problems.

Depression: affects 28% of women aged 60-64, 17% of men.

Pensions: by 60-64, men on average have four times the pension wealth of women (five times at 65-69).

Two reports by women in insurance:
What can make the biggest differences?

- Leadership
- Board engagement
- Line-manager capability

These are essential to Health and Wellbeing, particularly Mental Health, of employees.

After them, think of:
Line Managers’ Health and Wellbeing

Have you ever had health problems yourself that affected your working capacity?

Survey 2017 Switzerland

- 44.6% I have never had health problems
- 34.1% I have had physical problems
- 12.4% I have had psychological problems
- 9.0% I have had both physical and psychological problems

Selected slides from a presentation by Niklas Baer at the OECD Wellbeing Week, October 2018
Data from a 2017 survey of 1,540 managers of Small or Medium Enterprises in the German-speaking part of Switzerland.
Healthy managers’ employees

Conclusion: healthy managers do not have ill employees

- 9% of employees have never had any health problems (45%)
- 17% have had physical problems (34%)
- 20% have had psychological problems (12%)
- 32% have had physical and psychological problems (9%)

Selected slides from a presentation by Niklas Baer at the OECD Wellbeing Week, October 2018
Data from a 2017 survey of 1,540 managers of Small or Medium Enterprises in the German-speaking part of Switzerland.
## Board & Executive Committee Influence - optimal meeting frequency

### 2018 BHW data; residual effect after adjusting for age, income, gender

<table>
<thead>
<tr>
<th>Board level</th>
<th>Business outcomes</th>
<th>Mental health</th>
<th>Culture</th>
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<td>Average amount of productive time lost per employee per year due to absence and presenteeism (days)</td>
<td>% of employees showing low work engagement</td>
<td>% of employees who suffer from depression</td>
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<td>36.0</td>
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<table>
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<th>Business outcomes</th>
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<tr>
<td>More frequently</td>
<td>35.4</td>
<td>21.0</td>
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*Green = better than average, yellow middling, red worse.*
Leadership in the National Health Service England

Simon Stevens, CEO, inaugural address 2014:

“NHSE employees will need to be healthy, both mentally and physically, have good well-being, and be fully engaged in their work towards improved patient outcomes.”

Boorman Review (2009):

“A healthier workforce means fewer avoidable days off sick, reduced levels of presenteeism and a more efficient workforce. Healthier, happier staff means better patient care, the main NHS priority.”

The Review recommended 20 actions to achieve this.
A practical tool to support Health and Wellbeing of NHS Staff
developed by the Healthy Workforce team in NHS England
with an expert Advisory Board.

NHS demonstrator sites co-designed and tested content.

Toolkit sets out 14 elements covering enablers and health
interventions (inc. MH) – describing good practice, giving
case studies and guidance on implementation.

A diagnostic tool to benchmark quickly on each element,
with 3 basic questions on each, to identify gaps.

(Published on NHS Employers website, May 2018)
Also on NHSI website.
NHSE Staff H&WB Programme

Develop and share thematic interventions:
- Board Engagement and Development
- Line Management Development
- Develop data quality standards

All 10 Ambulance Trusts

12 Improvement Sites: Implementing and evaluating interventions such as Fast-Track Occupational Health Services

15 Trusts facing attendance challenges in the last year

36 Fast-track engagement via existing Retention Improvement Programme

All Trusts:
Health and Wellbeing Framework, access to thematic interventions, case studies and the resources supplied and developed during the programme

Determinants of sickness absence?
Measuring improvement
Board H&WB Leads
New initiatives
Topics not discussed

- Research
- The young worker and transition to work
- Incentivising workers towards health

but these are all of current interest and activity
Small businesses

Small businesses at the heart of their communities

- 89% of small business employers offer all or some of their staff flexible working arrangements.
- 80% of FSB members have contributed to their local community or charity in the past three years.
- 78% of small employers have at least one worker aged over 50.
- 38% donate time.
- 32% contribute skills.
- 95% of all small employers have taken on at least one worker from a labour market disadvantaged group in the last three years.
- 41% of small business employers offer work experience either as part of the recruitment process or through their community outreach.

Proportion of FSB small businesses that have volunteered for or contributed to their local community or charitable causes in the last 3 years, by region.
Beacon Project:

Clare Harris, Cornwall and Isles of Scilly LEP
Workshops

Changing the culture on Domestic Abuse
Elizabeth Filkin CBE, Employers Initiative on Domestic Abuse

Presenteeism or just present?
Allye Brown, Healthy Cornwall

Resilience & Sleep
Kevin Simpson, Clinical Psychologist & CEO Outlook South West

Suicide Postvention Plan
Penn Petchey, Suicide Liaison Service
Healthy Break:

See you back at 10:45
Physical Activity in the Workplace:

Ben Harris and Craig Manclark
5 Minutes of Fame:

- Proper Cornish & Furniss
- Ocean Housing
- Angel Fulfilment Services
Champ, Run, Yoga, Walk, Cyclie, Pilot, Games, Singing, Mind, Agencies, internal, ‘Wobblers’
Hard – Trade – Culture – MH MECC/induct – Health CEO
Workshops:

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Suicide Postvention Plan
Penn Petchey, Suicide Liaison Service
Healthy Workplace Awards 2019
Bronze Award

Healthy Workplace
Angel Fulfilment Services Ltd

- Mental health support has gone from strength to strength with a new MHFA in the team

- Improved Healthy Snack Shop which is really popular

- Healthy Workplace Team championing improvements and initiatives
ARCOL UK Ltd

• Mental health awareness – Training provided MHFA and ASIST- a shift in how we approach mental health, we have so much more understanding now and the positive effects of removing any stigma and judgement are overwhelming

• Raised profile of health and wellbeing- mentally and physically. display boards, training, meetings. We continue to provide support to staff and have been able to signpost several members to services over this last year to help improve their health and wellbeing

• Supporting a number of colleagues through some very challenging personal situations
Biscovey Nursery and Infants Academy

- Group exercise has been encouraged with daily plank and press up challenges as well as a regular walk/run group. This has lead to 5k and 10k races being completed, with more challenges planned for the new year. We're getting fitter!

- Chats with colleagues led to additions being made to the staff room to make it more practical and enjoyable for all staff. Motivational quotes in the toilets inspire a different thought. More chat and smiles!

- Our Well-being Board in the staff room gives us a place to "shout-out", share happy news and give notice of social events and special occasions. We celebrate together!
The introduction of the free fruit bowl for healthy snacks has been great and the bananas have been particularly popular as an 11am energy boost!

Having staff members that are trained in first aid and mental health first aid has been really reassuring for the whole team.

Incorporating physical activity into everyday from walking to work, lunchtime surfing and pool tournaments in the staff room.
Introduction of an information station promoting a WHEEL board – Wellbeing, Health, Eating, Exercise, Lifestyle. This is updated every couple of months and has included Healthy Eating, Get Active and Mental Health.

Culture change initiative - Health and Wellbeing have been promoted at all levels of the business, including Strategic plan, weekly Senior Managers’ meeting, H&S Committee meetings and within team surveys. We have also added a dedicated section on Health and Wellbeing to our new and improved intranet.

32 of the team signed up to Healthy Weight in the Workplace sessions which saw great results from across the Company.
Wave Multi Academy Trust

- Three Mental Health First Aiders trained across the Trust who staff can access and talk to if they feel they need to

- British Heart Foundation has been the chosen charity this year. Lots of work has been done to raise the importance of heart health

- Each school has a wellbeing budget, which they have used for various activities including massage and mindfulness
Ambrosia Creamery

- Leaflets produced on mindfulness and sleep and distributed to staff
- Hydration encouraged through urine colour charts in toilets
- Mental Health training for managers from MIND
Connor Downs Academy

- 100% happy staff at recent Ofsted inspection
- New staff room and training room for staff to use
- Two Health & Wellbeing Champions trained as Mental Health First Aiders
Cornish Mutual

• Running a wellbeing training day for all 100+ of our staff, covering personal safety, nutrition and mental health

• Training our first group of Mental Health First Aiders

• Supporting and participating in the ROC 5k race
Cornwall Development Company

- Lunch and Learn sessions – Optional training open to all staff, given by staff. A platform to share knowledge and expertise across the company. These sessions can be on any subject from State Aid and procurement processes to Health and Wellbeing and Laughing Yoga.

- Mental Wellbeing & Stress Reduction – A staff member trained in Mental Health First Aid and Awareness of Mental Health Problems. Information is regularly updated and disseminated to staff. All staff encouraged to be more active.

- The setup of a Marketing group to increase the communication channels to all staff helping to promote staff awareness, activities and encouraging staff inclusion.
Cornwall Partnership NHS Foundation Trust

• Schwartz rounds - 18 colleagues have been trained to facilitate Schwartz rounds across the county to support staff with the emotional and social aspects of their jobs

• 90 staff attended 3 x staff wellbeing days around Cornwall, which has had very positive feedback.

• 2 x new posts developed to lead on Staff health and Wellbeing together with Lesley Pallett
Duchy Hospital

• The water bottles for staff and the consequent fund raising for Water Aid

• The fun we had doing the circuits

• The commitment of our Wellbeing Group to keeping the events & displays going
Flying Start Nurseries (S.W.) Ltd

- Wellbeing wall and wellbeing boxes for staff to access which include magazines, colouring and puzzle books

- Staff away day, including beach games

- Ensuring staff’s mental health is supported by training 38 members of staff in Level 2 Mental Health Awareness, all senior staff are Mental Health First Aid trained and the CEO is a qualified MHFA trainer
Halwin School

• A range of initiatives taken place this year include: 12 week healthy weight programme, veg box, fruit and treats in the staff room

• Staff encouraged to attend pretty muddy race together

• Promotion of national campaigns such as Stoptober, Drink Aware and many more
Mount Hawke Academy

• Establishing a staff library to promote reading and relaxation.

• Secret buddy system to promote positivity and showing how much we value each other’s hard work.

• Staff fitness challenges (and gallery) – this has really encouraged discussion and healthy competition between each other. More and more people are eager to have a go at the challenges.
Richard Lander School

• Creating a staff weight loss group, lead by the Head Teacher with weekly weigh ins on Fridays.

• Creating a close link with SUSTRANS, having pool bikes on site for students and staff to use.

• Continuing with a Ladies only exercise group, after work on a Friday trying different activities each week.
• Awareness of mental health and wellbeing across all staff members and the need to monitor this as a team.

• Team keep fit every week run by a personal trainer.

• Working together as a team. Sharing good practice. Knowing who to talk to and where to go for advice.
St Uny C of E Academy

• Revised workload to ensure a more appropriate work-life balance.

• Activities such as paddleboarding, yoga, rounders and Friday pub club.

• Improved emotional wellbeing of staff and pupils.
Summercourt Academy

• Staff are provided with free fruit to enjoy.

• In September we raised an amazing £299.50 for Cancer Research by taking part in a Muddy Run.

• We run 'Summercourt Slimmers', a weekly weight loss group which staff can attend.
The Cornwall College Group

• We’ve offered a range of Stress/Resilience/Mindfulness sessions which have been well received by our employees with positive feedback and requests for more.

• The Healthy Weight at Work Scheme was very popular – with lots of interest and uptake from our employees.

• We’ve raised the profile of mental health and created resources for managers and employees to support these issues.
Treverbyn Academy

• Providing staff with water bottles.

• Feel good Fridays in the staff room.

• All staff more aware of services available to them and feel more supported in their job role.
Trewithen Dairy

- Providing staff with water bottles.

- Feel good Fridays in the staff room.

- All staff more aware of services available to them and feel more supported in their job role.
Gold Award

Healthy Workplace

CORNWALL COUNCIL
Aspire Academy Trust
(Core Services)

• In May our very own HR & Wellbeing Officer, Lucy Wright, ran the London Marathon. To support her the Core Services Team held a bake sale at the office to raise money for Lucy's chosen charity, Guide Dogs, we raised an amazing £200!

• All staff now have access to SAS insurance which means they can access 5 free confidential counselling sessions, 5 physiotherapy sessions, online GP service using video consultation, cancer and chronic illness support services, medical cover for operations and procedures, lifestyle health screening.

• All staff have been provided with new back support chairs to support our muscular skeletal wellbeing.
Biscovey Academy

• Providing water bottles for staff to encourage more water consumption during the day

• Supporting a number of colleagues through some very challenging personal situations

• Continuing to promote out of school activities to enhance team building and overall well-being
Bugle School

• Functional movement screening has been carried out on a large number of Bugle School staff.

• Health and Wellbeing Champions have supported staff through some very difficult times this year.

• We have introduced a whole school healthy tuck initiative. Fresh fruit is supplied to staff in the staffroom to promote healthy choices.
Cornwall Housing

- **Stress Resilience training** over 400 staff attended the half day Stress Resilience Training and Managers attended a full day Manager Stress Resilience training event aimed at how to support staff at work and also following absence.
- **Beach Games** 4 teams took part in the 2018 Beach Games which was enjoyed by all and was a fantastic opportunity for staff team building.
- **Healthy Weight** several ongoing events take place at various work locations to support both maintaining a healthy weight and healthy eating. There has been a number of success stories with one colleague loosing 6 stone.
Cornwall Music Service Trust

- Investment in staff training - with an emphasis on Health & Well Being
- NHS over 40's health check offered to all staff
- Continuing to increase the awareness of Health & Well Being to all staff by encouraging colleagues to take an online diabetes check, hearing checks, engage in Dry January or monitor their alcohol intake
The introduction of weekly free fruit for staff at Cornwall stations has been a real positive and encourages healthy snacking in everyday work and on occasions when staff are too busy to stop for a proper meal break.

Personal resilience workshops (facilitated by Kevin Simpson, Clinical Psychologist) have continued throughout the county and staff are full of praise for the hints and tips offered to help manage a stress filled world.

Healthy lifestyle sessions continue to be welcomed by staff, with our own staff and Police volunteers now being trained to use the body composition scales, offer advice and then deliver in pre-planned sessions across the county.
Forms Plus

• Two Mental Health Trainers have been trained and have delivered a presentation about stress specifically targeted for our work and team, set up a mental health noticeboard which is changed monthly, launched a programme of Wellbeing Walks and other events like coffee chats about a topical subject. The company has also made a pledge through Time to Change.

• We took part in a national activity challenge called ‘On Your Feet Day’ for the first time in April. The team were challenged to do 1 timed minute of different exercises, activities or games every hour throughout the day and we kept a leader board of the top scores for some of the games. Some of the activities were lifting reams of paper, skipping, step ups, juggling, football keepy uppies and throwing games.

• The whole team completed the one day Making Every Contact Count course about the key health issues in Cornwall and how to start conversations with someone you think may want to make a lifestyle change for health reasons.
Frugi (Cut 4 Cloth Limited)

- We now have three trained Mental Health First Aiders

- We have seen huge growth in our levels of engagement with our HWP programme/initiatives/activities. This is evident from the response rate from the staff survey with 71% of employees stating that it is having a positive impact on their lives. This is also evident from the sign-up sheets of the initiatives scheduled – they are normally FULLY BOOKED!

- We have built a strong programme with a number of wonderful initiatives/activities, e.g. massages, fruity feasts, laughter yoga, nutrition seminar, sleep hygiene seminar, managing stress seminar, mindfulness, healthy weight sessions, health checks for the over 40’s plus, much more!
LumiraDx Care Solutions

• We have created a wellbeing hub where colleagues can help themselves to resources that range from information about healthy weight to picnic blankets for outside meetings.

• Our wellbeing initiatives are being supported from the top down and appear in our company goals.

• Creating an open environment around mental health issues by marking key days such as “time to talk” and “world mental health days” and having a team of Mental Health first aiders.
Ocean Housing Group Ltd

• In the last 5 years we have reduced our ‘average number of days lost due to sickness per employee’ from 7 days to 5 days and in the last year our cost of sickness has reduced by 16.5%

• Investment in Mental Health Awareness and support

• Our Board adopted our Health & Wellbeing strategy
Another successful PHEW week with more people signing up to our gym membership and classes

Smoking Cessation – more people giving up smoking

We have trained 8 more people to be able to conduct quantitative fit testing, to ensure the workforce are wearing the correct RPE
Proper Cornish & Furniss

• Our Healthy Weight and Eating programme has now become completely embedded, with a workshop held on site every 12 weeks. This is attended by colleagues across a wide variety of departments, and friendly ‘Healthy Weight and Eating’ competition continues in between each workshop.

• We had a fantastic up take and response to our free flu jabs for all colleagues and the free Health Checks for over 40s.

• We have raised the money to install a Defibrillator for all on our industrial estate. We have done this by working with other local businesses and by organising our own charity events, such as Proper Cornish colleagues travelling the length of the Cornish coast on a treadmill left in reception.
Rodda’s

• Promotion of the bereavement and legal counselling resource

• Introduction of the Eliza Jane awards that recognises and awards staff for demonstrating strong behaviours in line with our values

• Implementation of a staff mentoring scheme
Sandy Hill Academy

• Free daily fruit, porridge and focus on maintaining hydration levels by providing water bottles for staff

• The design of the new staff room and the thought that was put into having an extra-large table to encourage communication and well-being

• Having policies that allow staff to manage their work-life balance so that work issues can remain at work.
St Austell Brewery

- Developing and undertaking an in house health surveillance programme offering the opportunity to engage with employees personal and general wellbeing health on an annual basis.
- Taking on an apprentice who is able to develop the Brewery’s approach to wellbeing further by organising and promoting wellbeing events and information.
- Running wellbeing days which have become a monthly feature including beauty therapy days, nutrition advice and support and massage therapy. These are hosted by the brewery to give people opportunity to access these services during the working day.
St Stephen Churchtown Academy

- Staff celebration party following a Good Ofsted inspection
- Free fruit for staff everyday
- Water bottles given to all staff and hydration encouraged
TRAC – A PharmaLex Company

- Introducing additional seating options and equipment to the office to assist colleagues with managing their posture
- Maintaining engagement in the programme during times of change within the company
- Tackling stress awareness in a completely different way – getting members of the team to share their own de-stress tips during a team lunch
Truro and Penwith College

• Absence rates continue to be below National and Industry figures (2%)

• Over 90 Sessions of Free Physical Activities Sessions for staff to access this year

• Staff Survey showed an overall improvement since 2016 across staff perceptions of the college including stress levels, communication, morale and how staff feel they are supported
Whitemoor Academy

- Fresh fruit Monday - fruit provided for staff each week to help boost vitamins and encourage healthy eating

- A healthy eating display to encourage staff and children to eat healthily and make healthier choices for their lunch boxes

- Recipe of the week - recipe for the children and staff to try at home
YMCA Cornwall

• Four members of staff signed up to the ROC charity run in Truro earlier this year

• Ran the Know Your Numbers (with free Blood pressure checks for staff) and Heart Health Campaigns

• Four members of staff attended the Mental Health First Aid Training
Health Champion

Healthy Workplace
Nominations

1. Clare Hughes
2. Heather Taylor
3. James Bendell
4. Jamie Bridger
5. Janet Elston
6. Jen Walker
7. Karen Trudgen
8. Katie Tasker
9. Lynsey Martin
10. Matthew Cotton
11. Nigel Huges
12. Peter Cook
13. Sadie Dadd
14. Sarah Chown
15. Sharon Tippett
16. Vickie Champion
Health Champion
Best Newcomer

Healthy Workplace
Special Recognition

Healthy Workplace
2019 Micro Business Award

Healthy Workplace
Iteracy Web Design

- We always take a lunch break away from our desks, usually making our lunch fresh each day. In good weather we eat on the terrace or take a picnic to the park.

- Our new home-office is a much lighter and brighter environment.

- We ensure we stay physically active through dog walking, yoga and cycling and maintain a healthy work life balance.
Iteracy Web Design
OFFICE EMPLOYEES COULD LOSE NEARLY HALF A STONE A YEAR BY STANDING INSTEAD OF SITTING AT WORK, FINDS STUDY

That's more than a stone and half in four years
WHAT CAN I SAY?

- You can go your own way...
- You can...
It’s not the tools you have faith in

TOOLS ARE JUST TOOLS

they work, or they don’t work.

It’s the people

YOU HAVE FAITH IN OR NOT.

STEVE JOBS, APPLE
The workplace directly influences the physical, mental, economic and social well-being of workers and in turn the health of their families, communities and society. It offers an ideal setting and infrastructure to support the promotion of health of a large audience.

World Health Organization
“Take care of your employees, and they’ll take care of your business. It’s as simple as that. Healthy, engaged employees are your top competitive advantage.”

Richard Branson
A caring workplace

Human connection is a basic need; therefore, relationships matter. Because people spend so much of their time at work, a caring workplace—an environment of understanding, community, and support can nurture positive relationships. This social aspect of work is vital to building a workplace where employees are engaged.
• Amy
• Graham
• Lucy
• Ben
• Natasha

“Great things in business are never done by one person. They’re done by a team of people.”

- Steve Jobs
Thought I would forward this to you from our employee who saw you for a health check on 30th January. After seeing you she immediately saw her GP, and her blood pressure was measured at 220. They put her on medication straight away and she’s now receiving the right treatment and ongoing check-ups. Without the health check she’d still be carrying on with the symptoms which could have resulted in something awful. Thank you so much.

Karen
Angel Fulfilment Services
Lunch, Networking & Daily Mile