

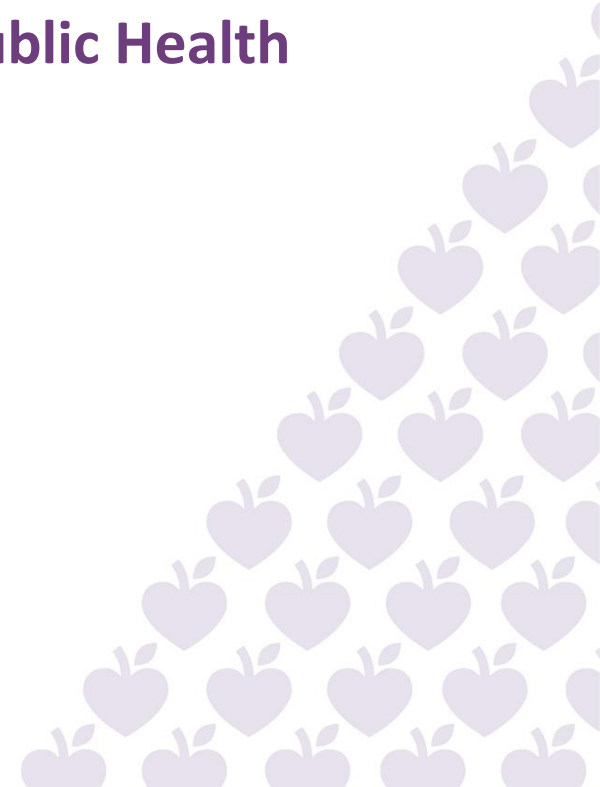




Awards 2019

## Setting the Scene:

**Steve Brown, Interim Deputy Director of Public Health  
and Service Director for Wellbeing and Public Health**

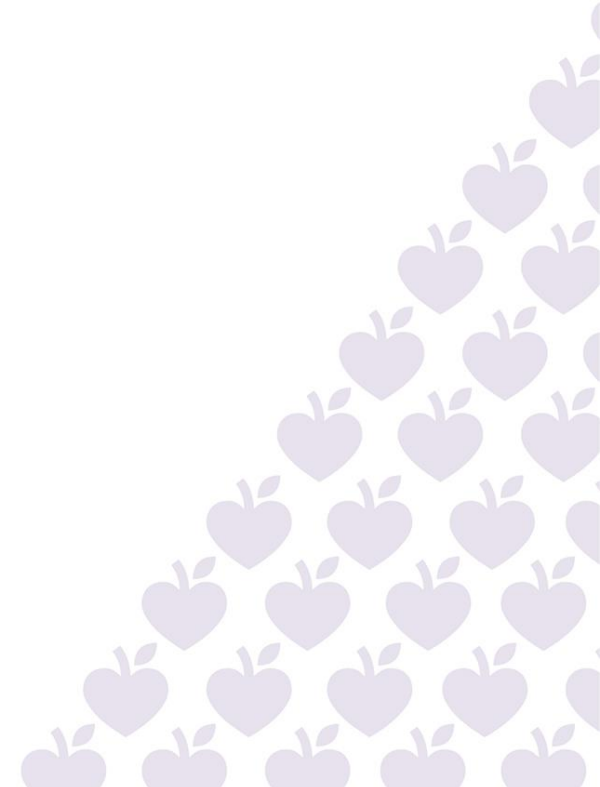




Awards 2019

## 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**

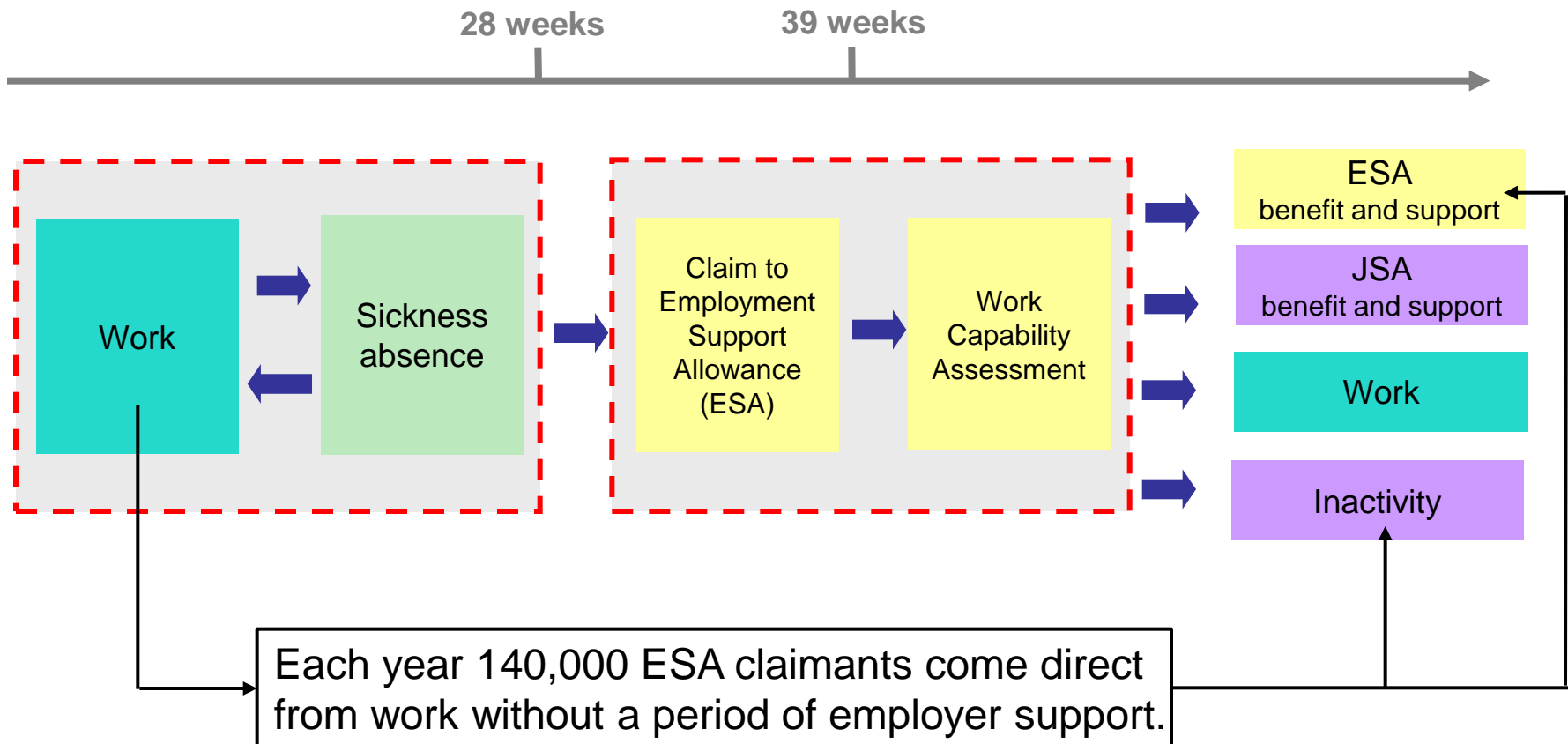
**Expert Adviser on Health and Work  
Public Health England and NHSE**

**Principal, Newnham College Cambridge**









# ... but the lost workers

**Too few drivers in the journey keeping people in work.**



# 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

**BRITAIN'S  
HEALTHIEST  
WORKPLACE**

now in its  
seventh year

**DATA !**

## *Independence*

Independent Advisory Board

## *Rigour*



## *Scale*

**430**

organisations

**150k**

employees

**>20m**

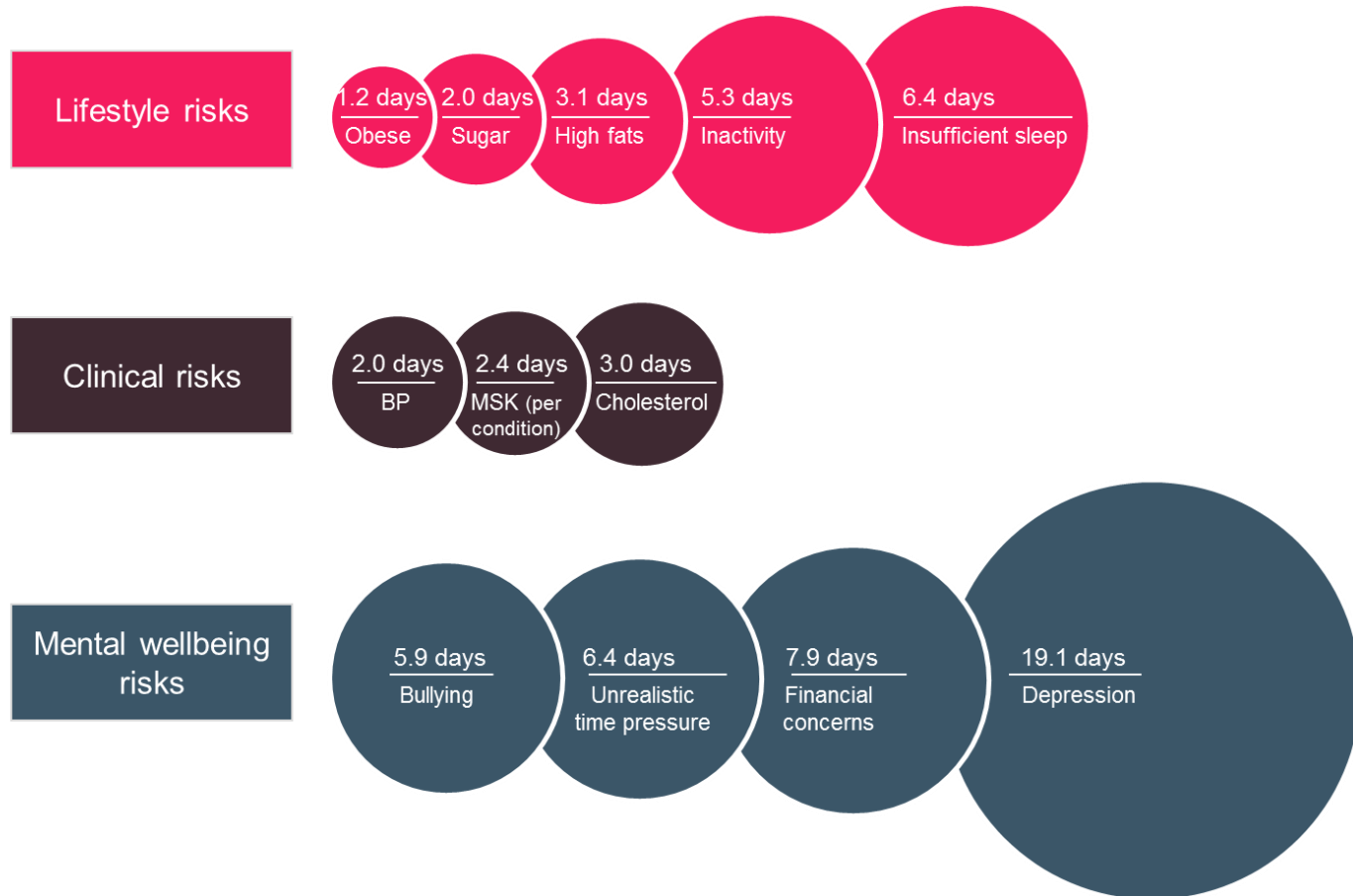
data points



# 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

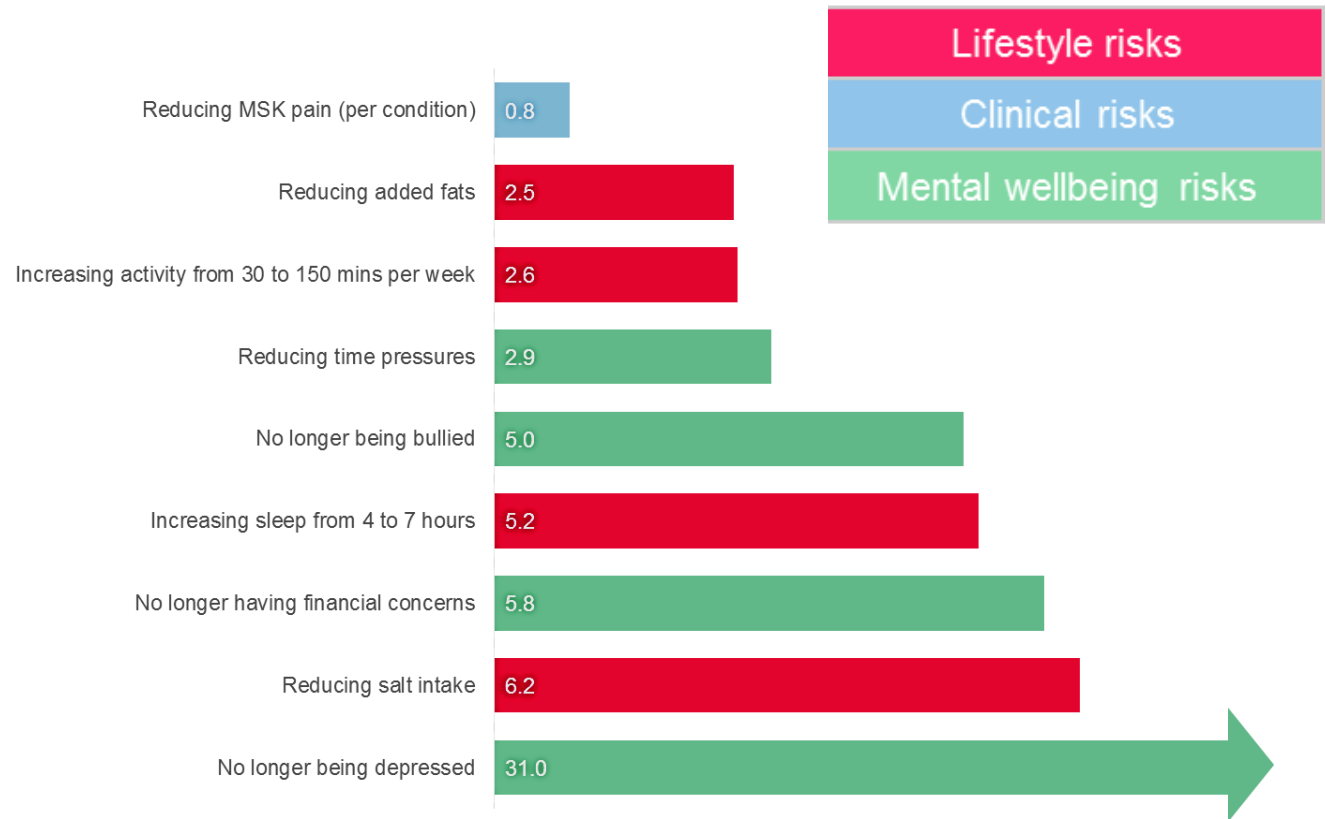


# Relationship : change in risk factors and change in productivity loss

## 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



Covariate adjusted

# BHW: Messages from 2018 UK cohort

-  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

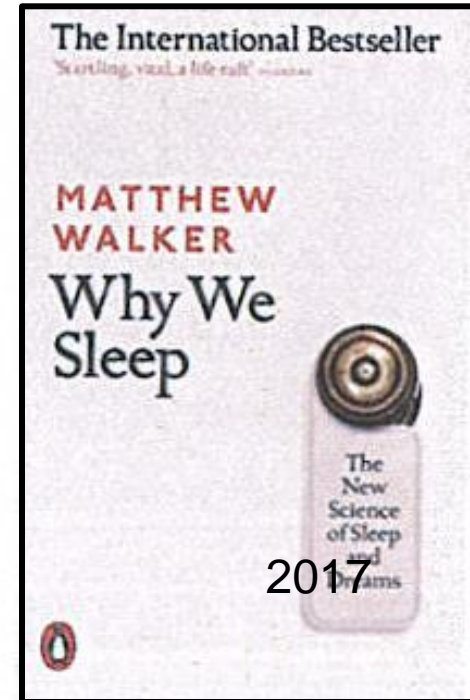
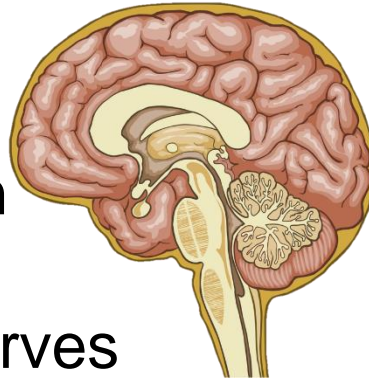
# Mental Ill-Health – its relationships



# 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

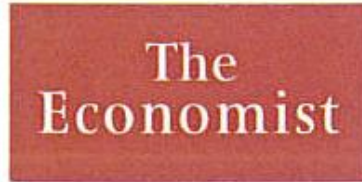
BITC *Working with Pride* report 2018



# Best and worst countries to be a Working Woman

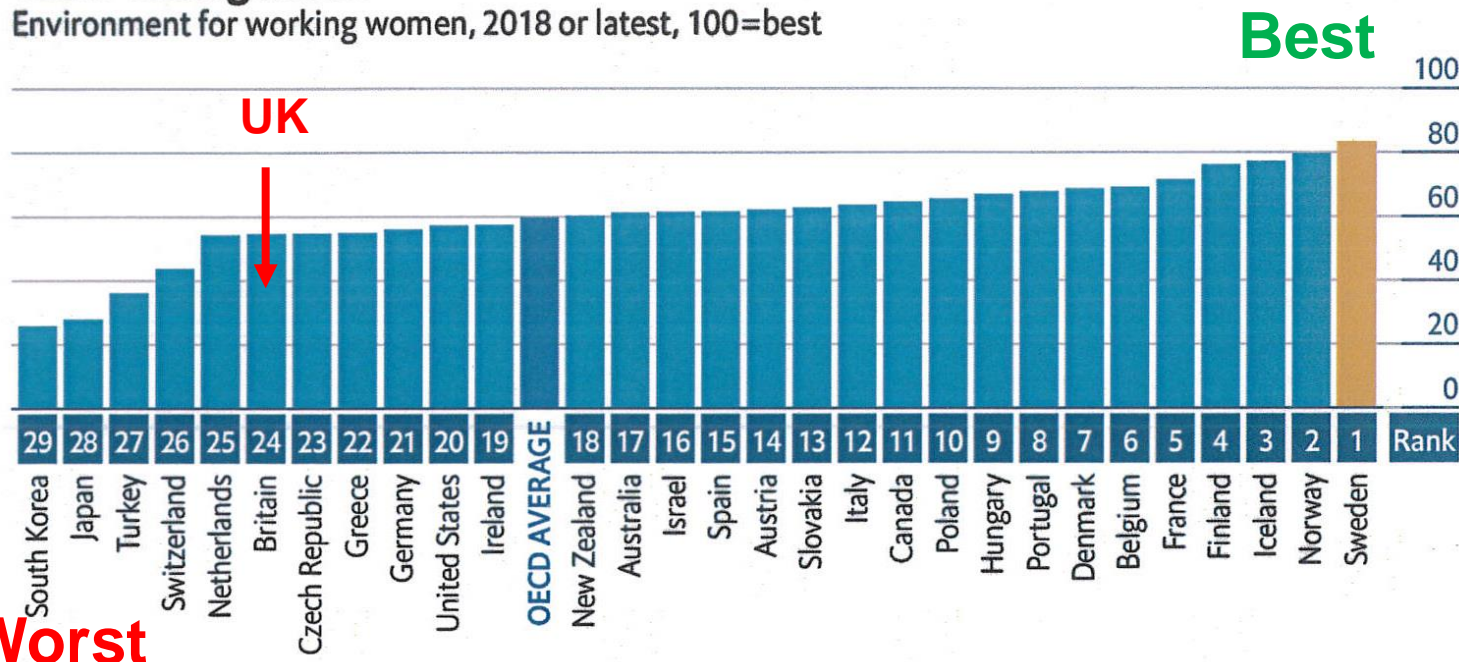
## The glass-ceiling index

The latest data suggest progress for women at work has stalled



### Glass-ceiling index

Environment for working women, 2018 or latest, 100=best



Britain now no.24, 2 down from last year

Progress has stalled

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





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.

# Pregnancy – still a barrier for women in work

## UK Commission for Equality and Human Rights 2018:

-  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



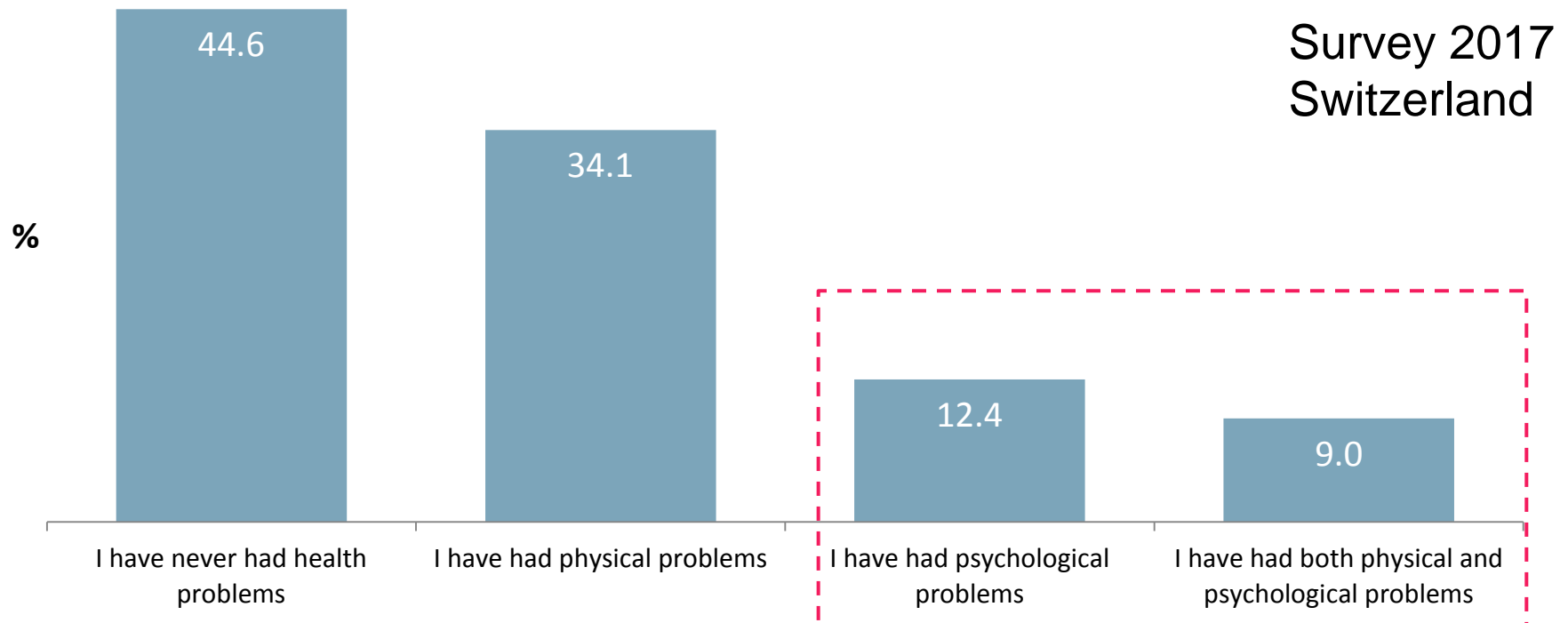
**These are essential to Health and Wellbeing, particularly Mental Health, of employees.**

**After them, think of:**



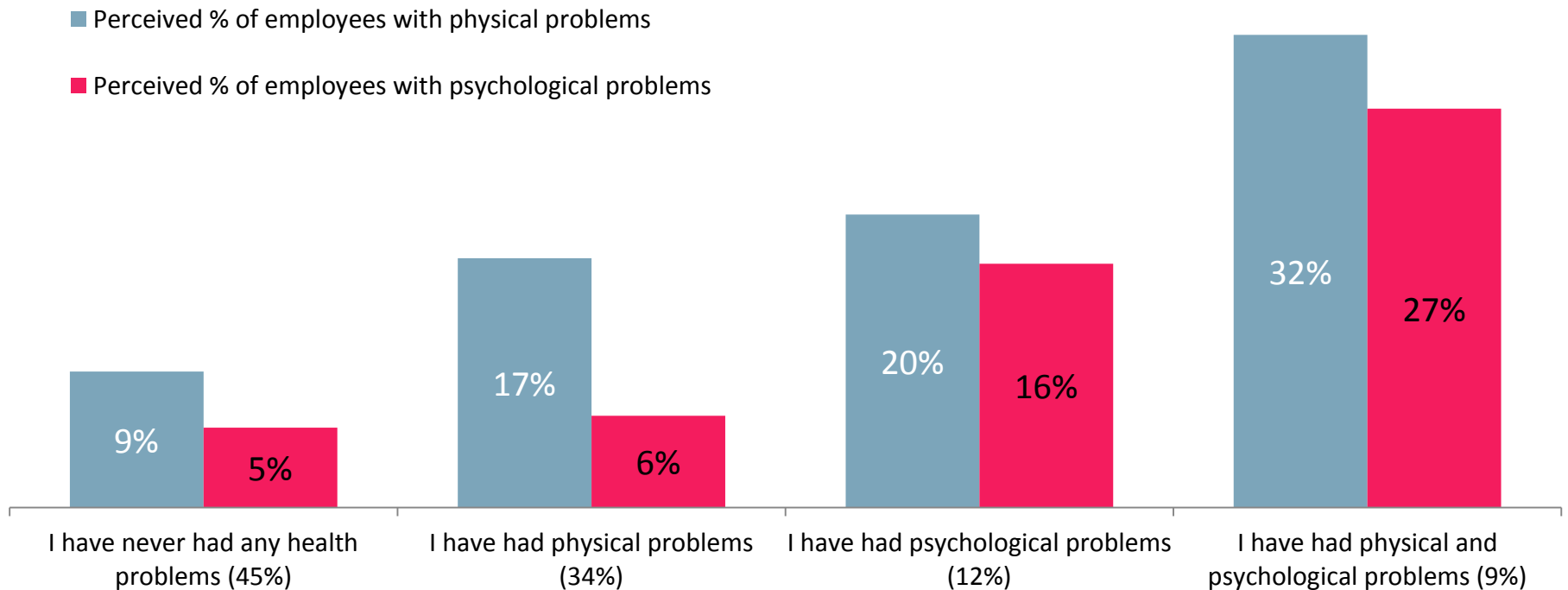
# Line Managers' Health and Wellbeing

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



- 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



- 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.

**Conclusion: healthy managers do not have ill employees**

# Board & Executive Committee Influence

## - optimal meeting frequency

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

#### Board level

Never or less than annual  
Annual  
Semi annual  
More frequently

	Business outcomes		Mental health		Culture	
	Average amount of productive time lost per employee per year due to absence and presenteeism (days)	% of employees showing low work engagement	% of employees who suffer from depression	% of employees with at least one dimension of work-related stress (per HSE scale)	% who feel senior leaders view the level of employee health and wellbeing as an important indicator of the organisation's success	% who feel that their line manager cares about their health and wellbeing
Never or less than annual	38.3	25.0	10.3	67.3	36.2	70.5
Annual	35.5	19.8	8.0	54.4	56.3	78.5
Semi annual	33.2	16.7	7.0	53.3	60.9	80.2
More frequently	36.0	22.3	8.0	58.6	56.9	79.3

#### Executive Committee level

Never or less than annual  
Annual  
Semi annual  
More frequently

Never or less than annual	36.9	23.8	9.8	59.2	37.6	73.7
Annual	36.6	21.8	8.1	56.4	54.1	78.3
Semi annual	39.5	21.0	8.8	57.5	51.5	78.3
More frequently	35.4	21.0	7.6	57.7	59.8	80.3

**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.



# Development of a Framework for Improvement

**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.

# NHS Workforce Health and Wellbeing Framework

## Organisational Enablers



## Health Interventions

Improvement

### Mental Health



### Musculoskeletal



### Healthy Lifestyles



# NHSE Staff H&WB Programme



**Improvement**

Determinants of sickness absence ?

Measuring improvement

Board H&WB Leads

New initiatives

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



# Topics not discussed

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Research



The young worker and transition to work

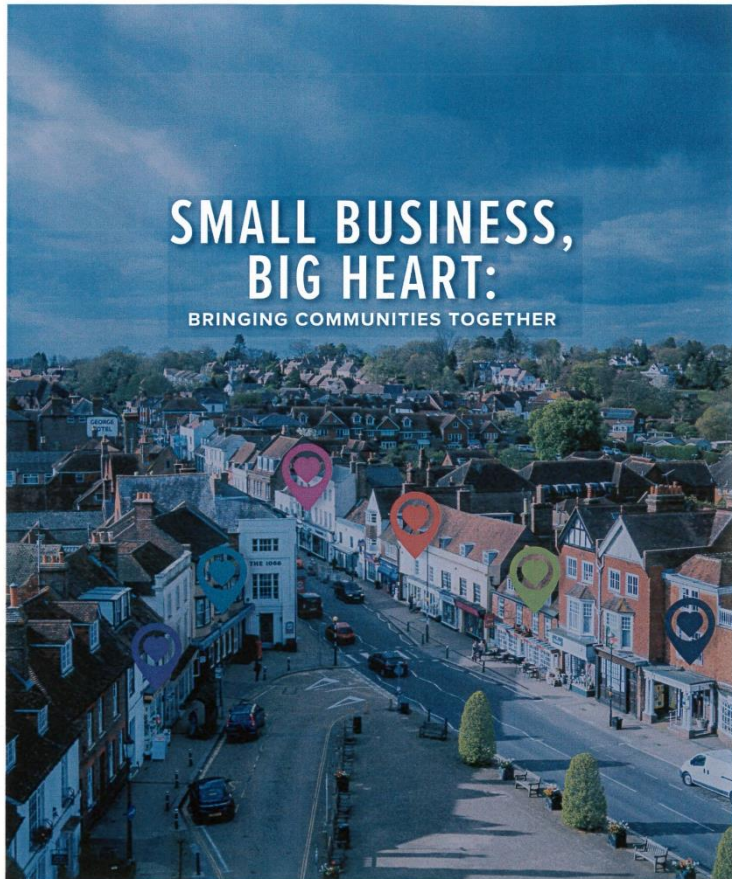


Incentivising workers towards health

but these are all of current interest and activity



# Small businesses



Published: February 2019

@fsb\_policy  
fsb.org.uk

**fsb**<sup>08</sup>  
Experts in Business

## “ 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

What do small businesses  
do for their communities?



**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

SME/community  
engagement



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



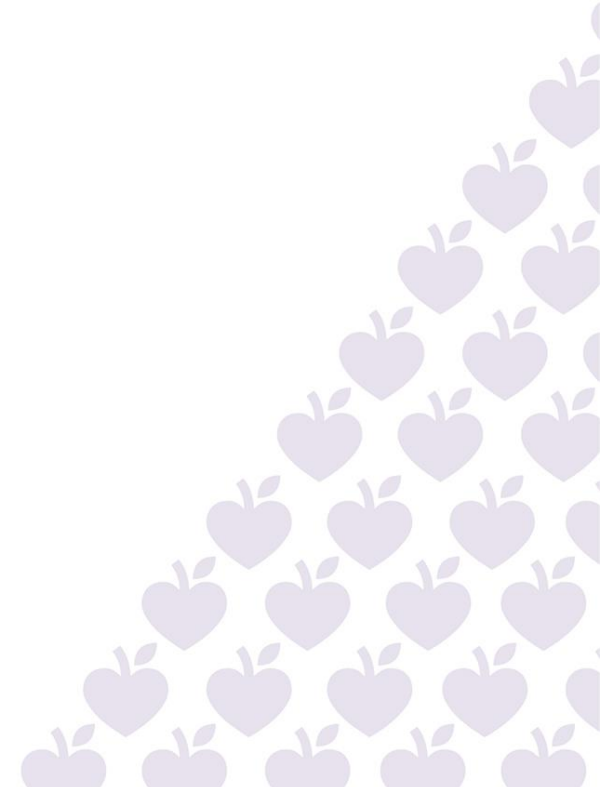
**41%**  
of small business employers offer  
work experience either as part of the  
recruitment process or through their  
community outreach



Awards 2019

**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

**Anthony**

### Presenteeism or just present?

Allye Brown, Healthy Cornwall

**Main Hall**

### Resilience & Sleep

Kevin Simpson, Clinical Psychologist & CEO Outlook South West

**Lower Lounge**

### Suicide Postvention Plan

Penn Petchey, Suicide Liaison Service

**Pencarrow & Trewithen**



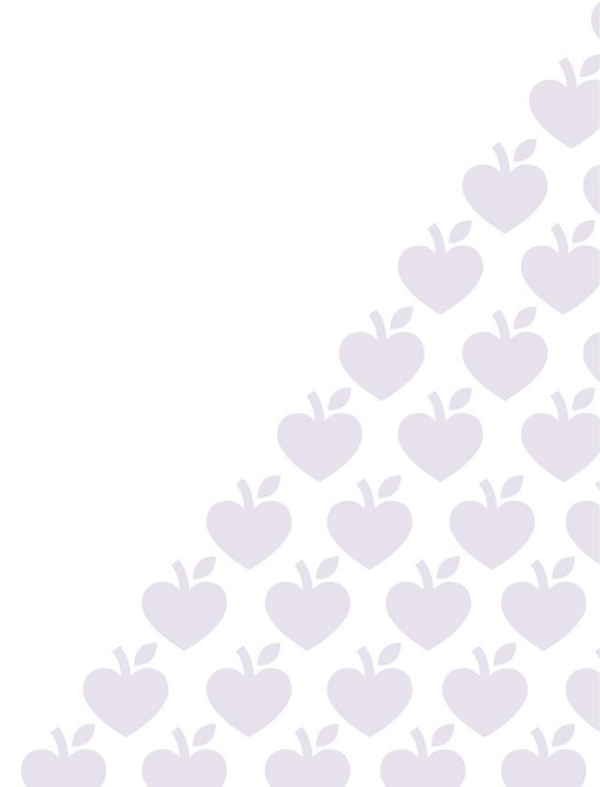




Awards 2019

**Healthy Break:**

**See you back at 10:45**

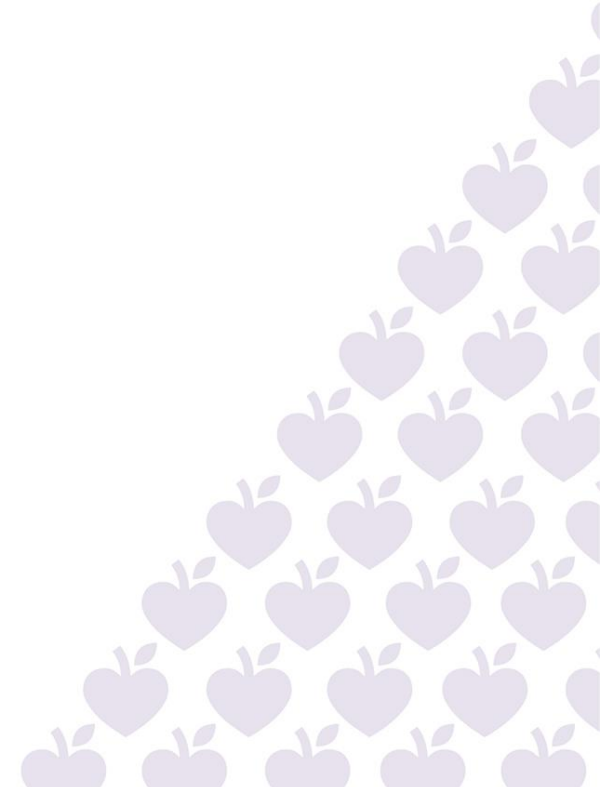




Awards 2019

# Physical Activity in the Workplace:

Ben Harris and Craig Manclark

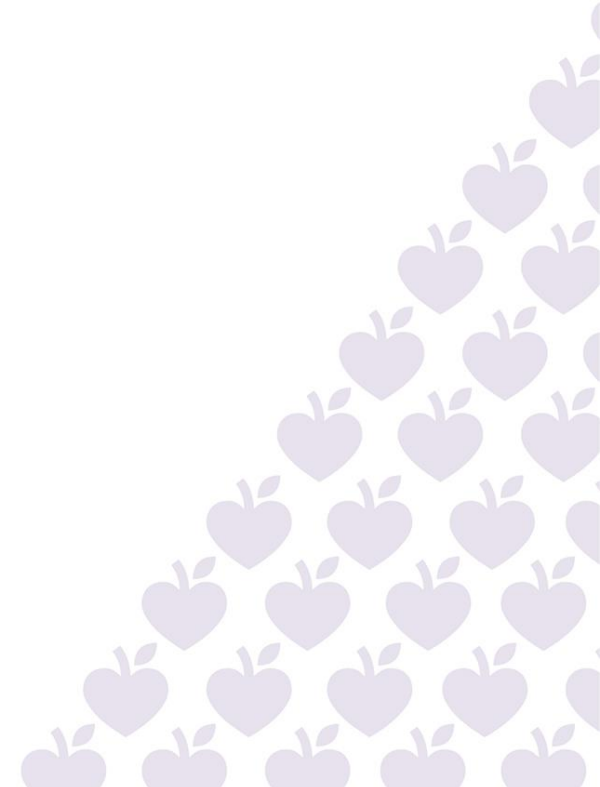




Awards 2019

## 5 Minutes of Fame:

- Proper Cornish & Furniss
- Ocean Housing
- Angel Fulfilment Services



# Ocean Housing Group Ltd

Nikki Forward, Head of Human  
Resources and Heather Taylor, HR  
Coordinator







# MINDFULNESS AT WORK



Champ, Run, Yoga, Walk, Cycle, Pilot, Games, Singing, Mind, Agencies, internal, 'Wobblers'



Hard – Trade – Culture – MH- MECC/induct – Health CEO

[www.oceanhousing.com](http://www.oceanhousing.com)

 @Ocean\_Housing

**OceAn**  
GROUP





One = Success

[www.oceanhousing.com](http://www.oceanhousing.com)  
@Ocean\_Housing

*OceAn*  
GROUP





Awards 2019

## Workshops:

### Changing the culture on Domestic Abuse

**Anthony**

Elizabeth Filkin CBE, Employers Initiative on Domestic Abuse

### Presenteeism or just present?

**Main Hall**

Allye Brown, Healthy Cornwall

### Resilience & Sleep

**Lower Lounge**

Kevin Simpson, Clinical Psychologist & CEO Outlook South West

### Suicide Postvention Plan

**Pencarrow & Trewithen**

Penn Petchey, Suicide Liaison Service





Healthy  
Workplace

# Healthy Workplace Awards 2019



Bronze Award



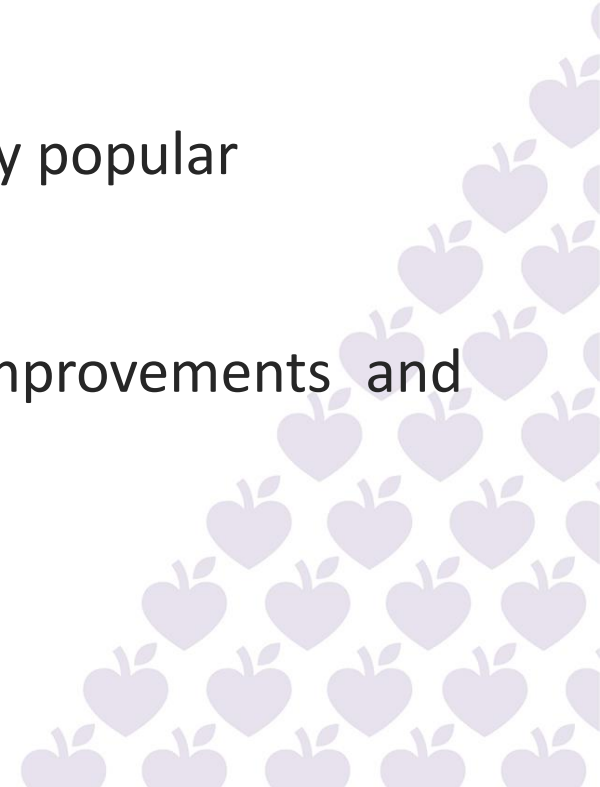
Healthy  
Workplace

# Angel Fulfilment Services Ltd



Bronze Award

- 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



Bronze Award

- 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



Bronze Award

- Group exercise has been encouraged with daily plank and press up challenges as well as a regular walk/run group. This has led 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!



Bronze Award

# Buzz Interactive

- 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



# Flann Microwave Ltd



Bronze Award

- 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



Bronze Award

- 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



Silver Award



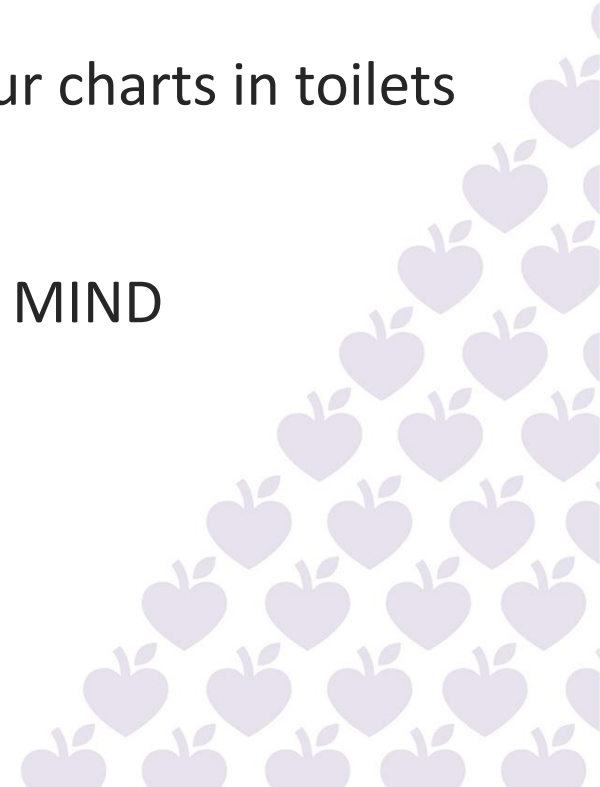
Healthy  
Workplace

# Ambrosia Creamery



Silver Award

- 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

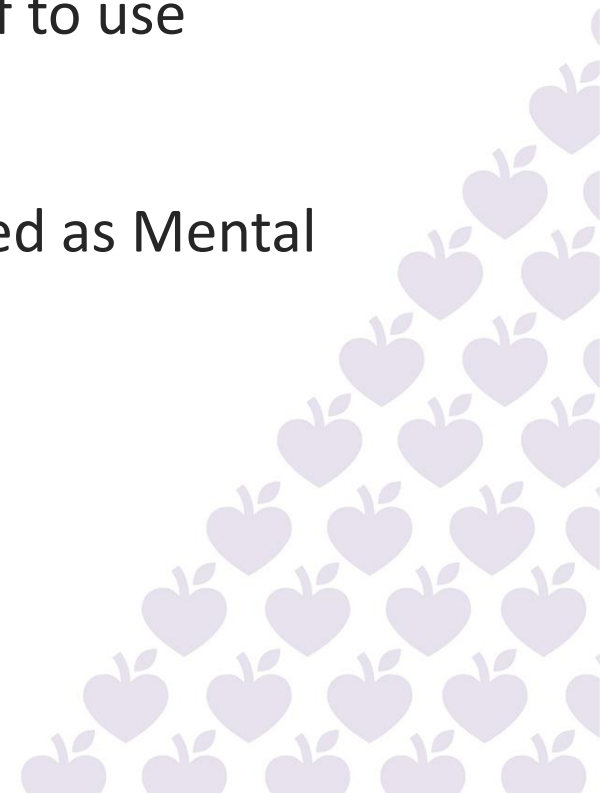


# Connor Downs Academy



Silver Award

- 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

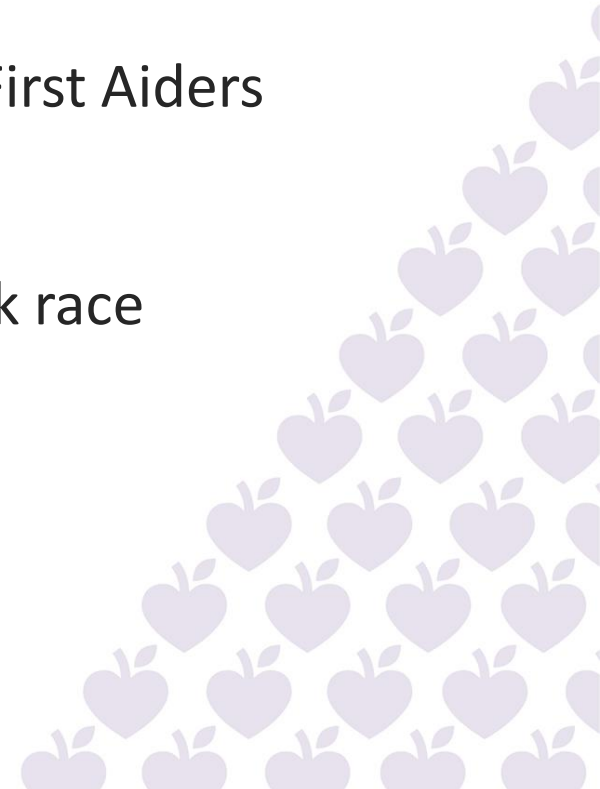


# Cornish Mutual



Silver Award

- 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



Silver Award

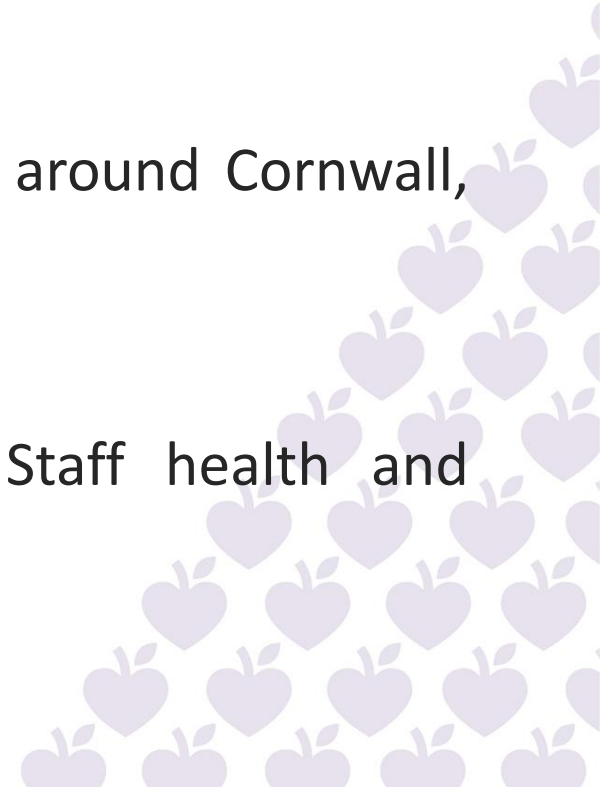
- Lunch and Learn sessions – Optional training open to all staff, given by staff. A platform to share knowledge and expertise across the company. These sessions can be on any subject from State Aid and procurement processes to Health and Wellbeing and Laughing Yoga.
- Mental Wellbeing & Stress Reduction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

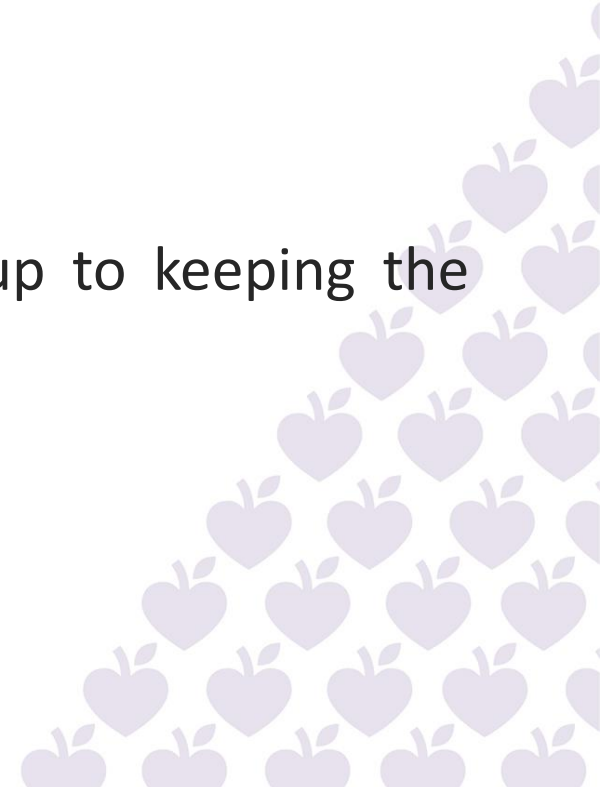


# Duchy Hospital



Silver Award

- 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



Silver Award

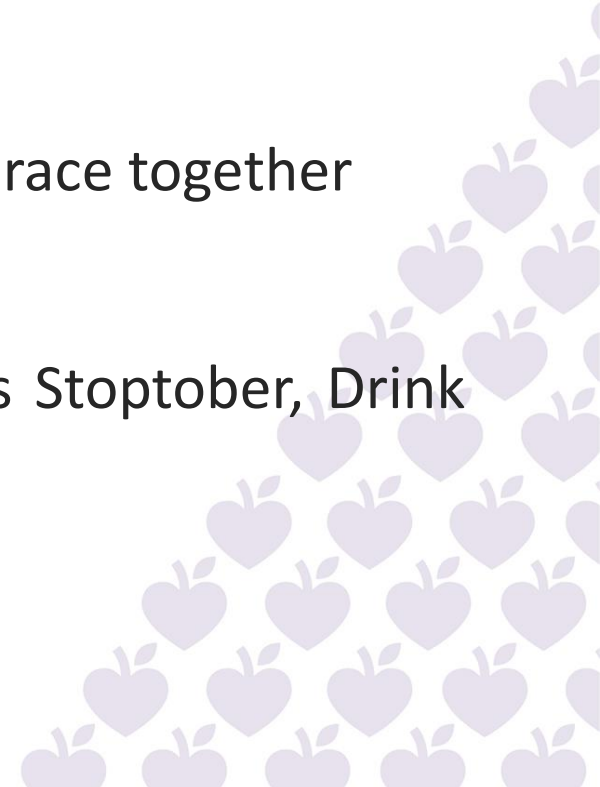
- Wellbeing wall and wellbeing boxes for staff to access which include magazines, colouring and puzzle books
- Staff away day, including beach games
- Ensuring staff's mental health is supported by training 38 members of staff in Level 2 Mental Health Awareness, all senior staff are Mental Health First Aid trained and the CEO is a qualified MHFA trainer

# Halwin School



Silver Award

- 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



Silver Award

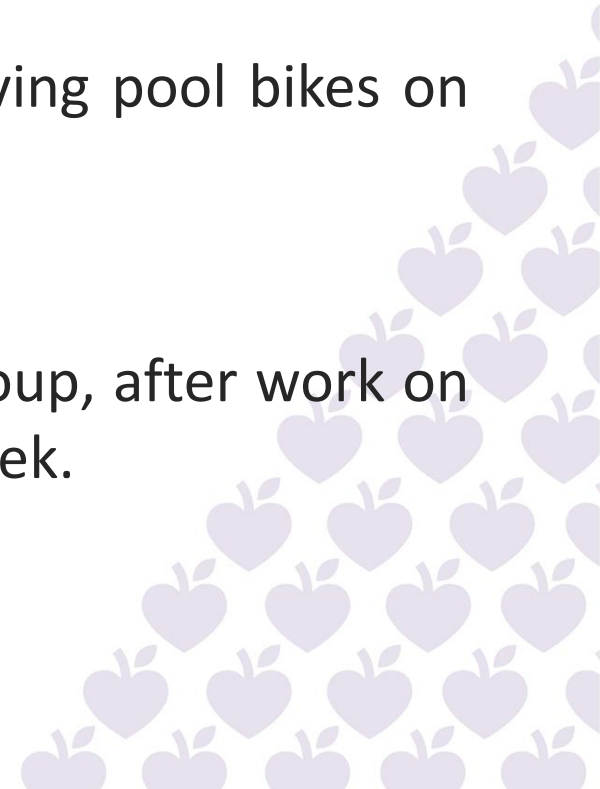
- Establishing a staff library to promote reading and relaxation.
- Secret buddy system to promote positivity and showing how much we value each other's hard work.
- Staff fitness challenges (and gallery) – this has really encouraged discussion and healthy competition between each other. More and more people are eager to have a go at the challenges.

# Richard Lander School



Silver Award

- 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.



# St Breock Primary School



Silver Award

- 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



Silver Award

- 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



Silver Award

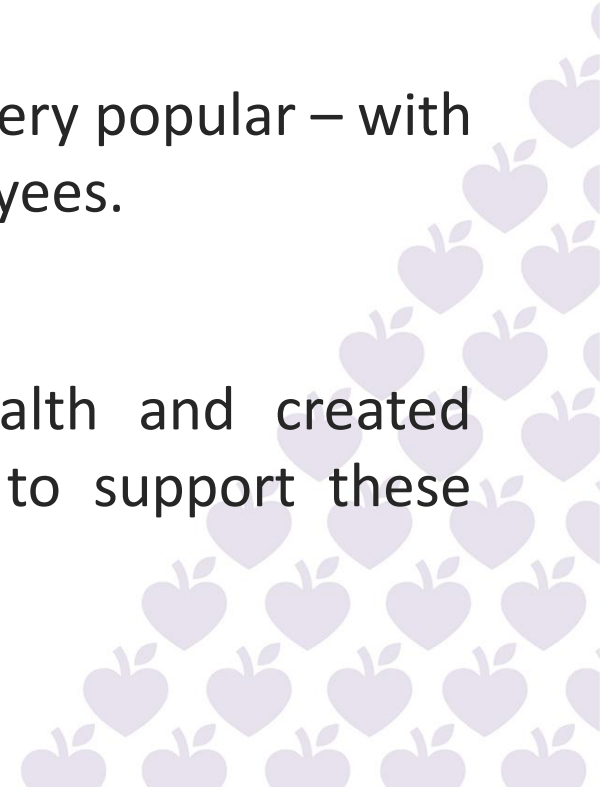
- Staff are provided with free fruit to enjoy.
- In September we raised an amazing £299.50 for Cancer Research by taking part in a Muddy Run.
- We run 'Summercourt Slimmers', a weekly weight loss group which staff can attend.

# The Cornwall College Group



Silver Award

- 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.

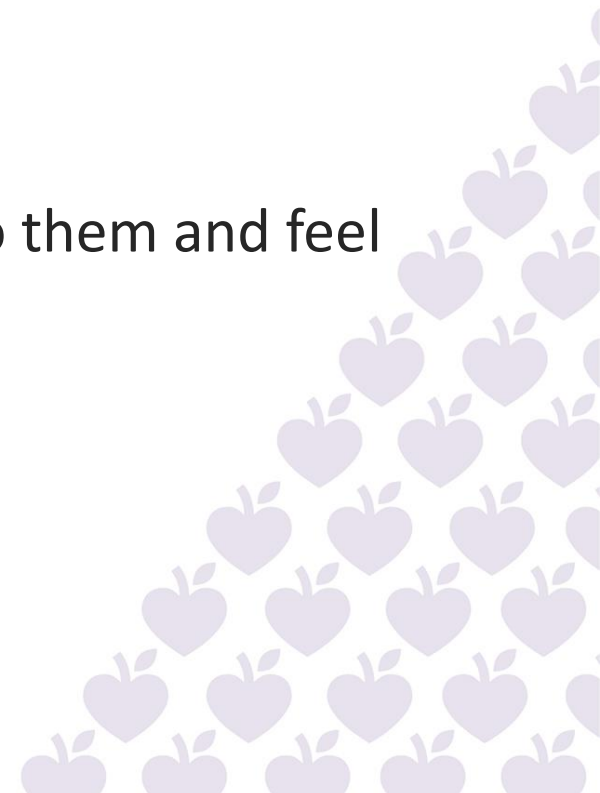


# Treverbyn Academy



Silver Award

- 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.

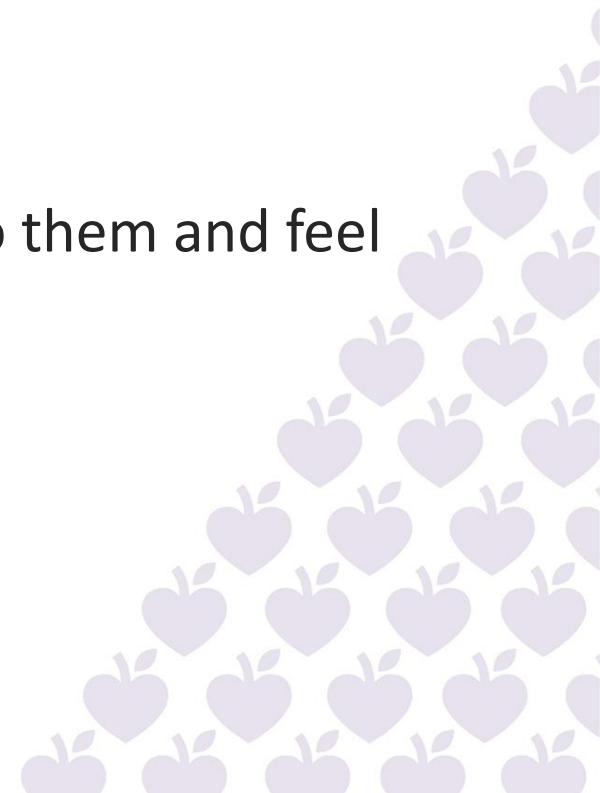


# Trewithen Dairy



Silver Award

- 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

# Aspire Academy Trust (Core Services)



Gold Award

- 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.

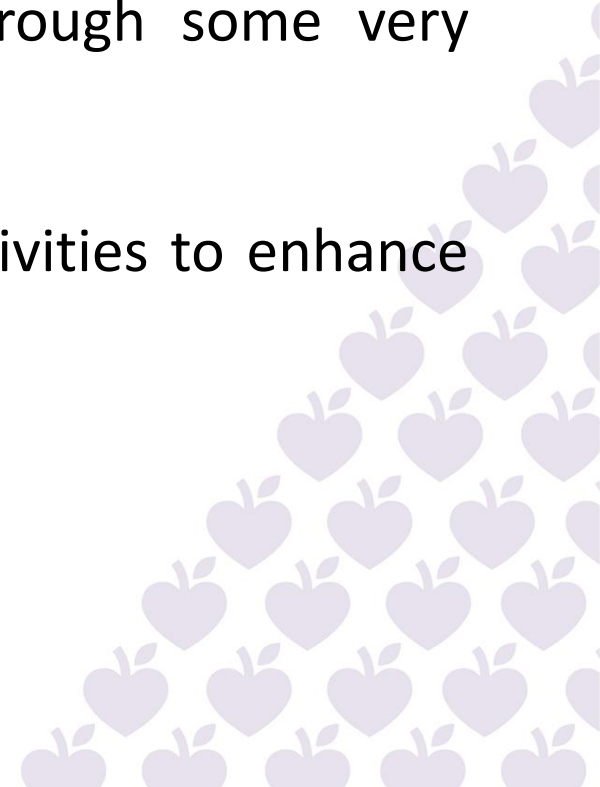


# Biscovey Academy



Gold Award

- 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



Gold Award

- 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



Gold Award

- **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 losing 6 stone

# Cornwall Music Service Trust



Gold Award

- 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

# Devon & Cornwall Police CIOS BCU



Gold Award

- 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



Gold Award

- 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.



Gold Award

# 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



Gold Award

- 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



Gold Award

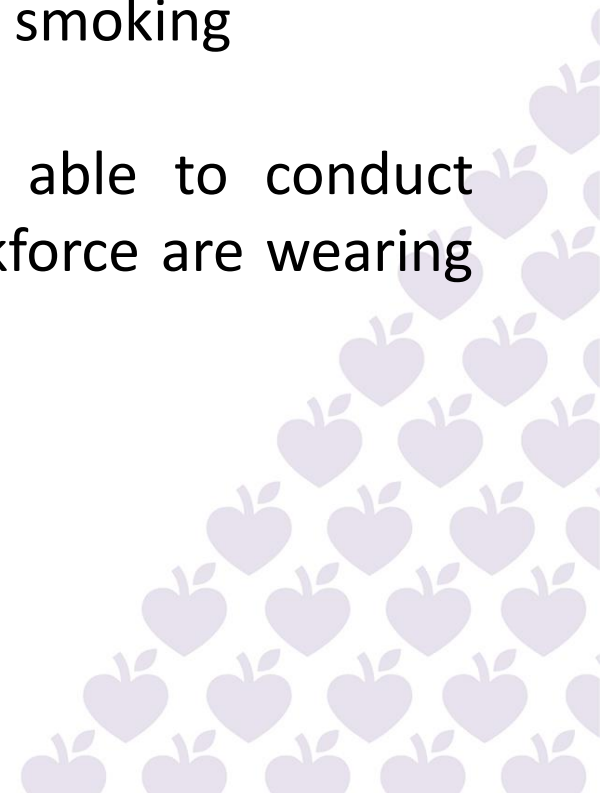
- In the last 5 years we have reduced our 'average number of days lost due to sickness per employee' from 7 days to 5 days and in the last year our cost of sickness has reduced by 16.5%
- Investment in Mental Health Awareness and support
- Our Board adopted our Health & Wellbeing strategy

# Pendennis Shipyard



Gold Award

- 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





Gold Award

# Proper Cornish & Furniss

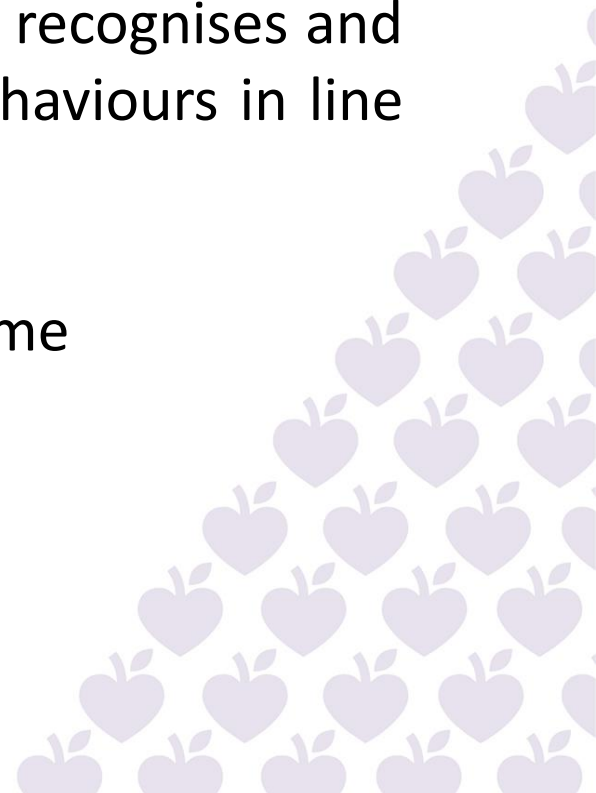
- Our Healthy Weight and Eating programme has now become completely embedded, with a workshop held on site every 12 weeks. This is attended by colleagues across a wide variety of departments, and friendly 'Healthy Weight and Eating' competition continues in between each workshop.
- We had a fantastic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



Gold Award

- 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



Gold Award

- 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



Gold Award

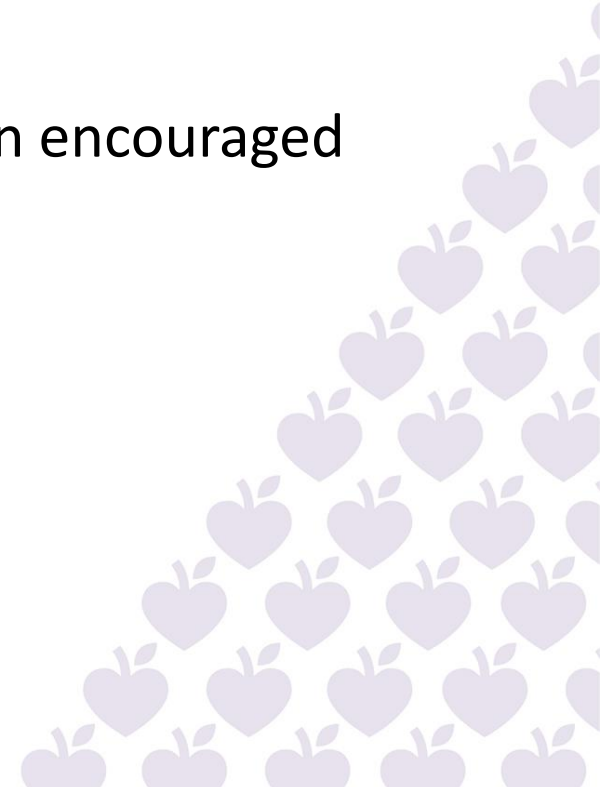
- Developing and undertaking an in house health surveillance programme offering the opportunity to engage with employees personal and general wellbeing health on an annual basis.
- Taking on an apprentice who is able to develop the Brewery's approach to wellbeing further by organising and promoting wellbeing 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



Gold Award

- 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



Gold Award

- 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



Gold Award

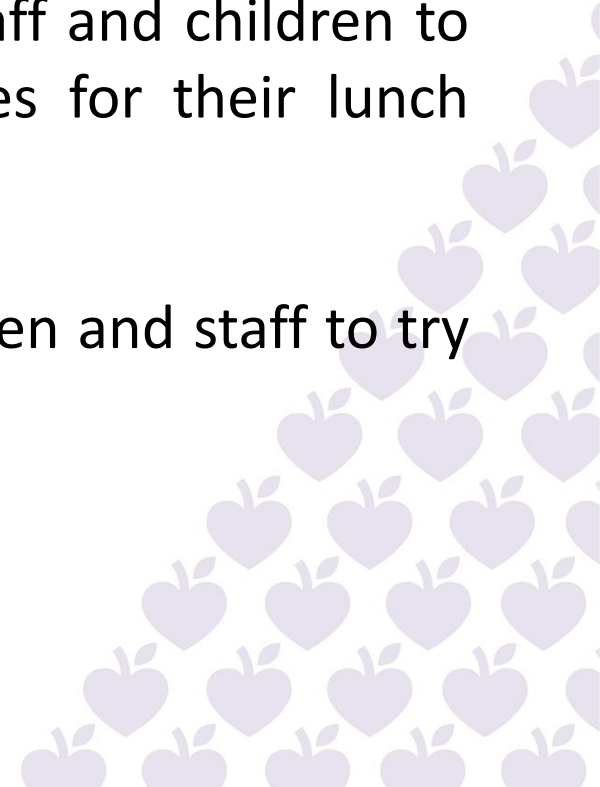
- Absence rates continue to be below National and Industry figures (2%)
- Over 90 Sessions of Free Physical Activities Sessions for staff to access this year
- Staff Survey showed an overall improvement since 2016 across staff perceptions of the college including stress levels, communication, morale and how staff feel they are supported

# Whitemoor Academy



Gold Award

- 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



Gold Award

- 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



# Mentor Award



Healthy  
Workplace



Health  
Champion



Healthy  
Workplace

# Nominations



Health  
Champion

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



Healthy  
Workplace



Best Newcomer



Healthy  
Workplace





# Special Recognition



.....  
Healthy  
Workplace



# Micro Business Award



Healthy  
Workplace

# Iteracy Web Design



Micro Business  
Award

- 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



Micro Business  
Award





# Healthy Workplace

**Natasha Howard**  
**Healthy Workplace Lead**

[www.behealthyatwork.org](http://www.behealthyatwork.org)

 [behealthyatwork](https://www.facebook.com/behealthyatwork)

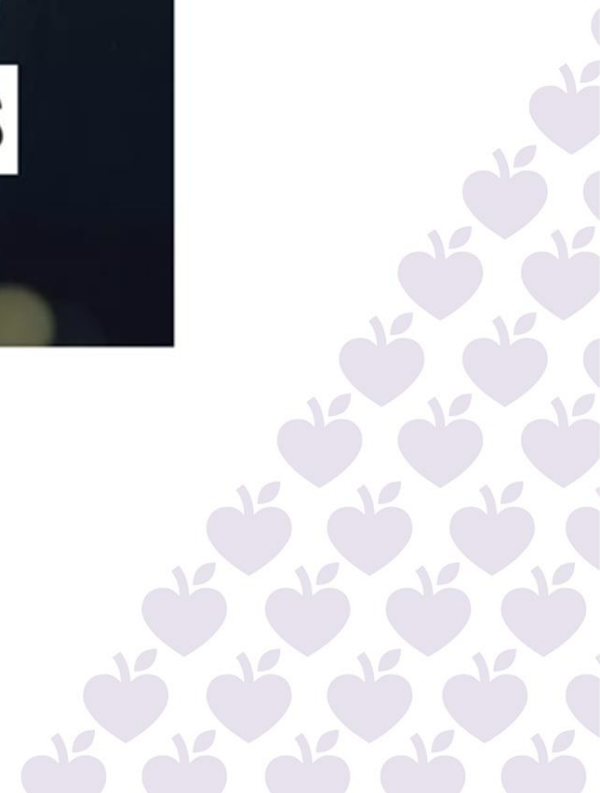
 [@behealthyatwork](https://twitter.com/behealthyatwork)



Awards 2019



That's more than a stone and half in four years







Awards 2019

WHAT CAN I SAY?





Awards 2019

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



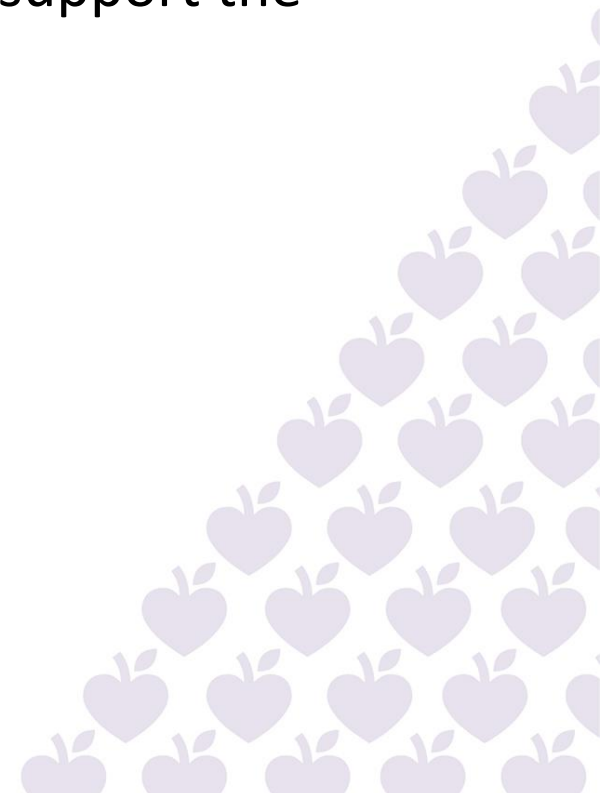




Awards 2019

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





Awards 2019

“

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**

”





Awards 2019

## 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.



# Meet our **TEAM**



Awards 2019

- 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



Awards 2019

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**





Awards 2019







Awards 2019

## Lunch, Networking & Daily Mile

