

# Proper Cornish Group

230 employees  
A Bodmin based Cornish Food  
Manufacturing Company



Healthy  
Workplace

## What we do:

At Proper Cornish we are passionate about quality pastry filled with great tasting ingredients, made properly in Cornwall, for people who love food. Since 1988 our purpose has made us the UK's leading handmade Cornish Pasty Manufacturer and experts in filled savoury pastry products. As a supplier of pasties, sausage roles, slices and pies our products have excited appetites nationwide.

## Why we became a healthy workplace:

With a large team of colleagues and all of us spending up to 50% of our waking hours at work we wanted to increase engagement, raise awareness, remove barriers and make various health and wellbeing activities more accessible for all. The Healthy Workplace framework has been an integral part of achieving this; taking the concept of a healthy workplace being embedded as the norm, and making it a reality.

## Recent health and well being activities:

On site men's Yoga in addition to everyone's onsite yoga  
On site subsidised massage  
Mental Health First Aider's Training  
Access to a new EAP with GP support and H&W discounts

Loughborough College Step into Health course completed by members of the Health and Wellbeing team  
Joint Pain Adviser programme  
Free Flu Jabs for all  
Free Health Checks for the over 40s  
Free Health Checks for under 40s after feedback received  
Monthly awareness campaigns  
Loan bikes available for colleagues  
Continued Healthy Eating Workshops  
New Canteen  
Ten Tors  
Charity work for Hugs - fundraising activities and volunteering  
H&W video created to communicate to other businesses and utilise in our inductions

## Plans aims for the next year:

Maintain what is in place to support Health and Wellbeing  
Continued focus on Mental Health Awareness  
Continued focus on MSK  
Further promote loan bikes to optimise use  
Raise awareness of Menopause through workshops and literature  
Community litter picking project  
Review updated award framework

## Quote feedback from Director:

"Colleague Health and Wellbeing is extremely important to us at Proper Cornish. We are delighted with our Gold award, but the real rewards come from seeing the impact this focus has on individual colleagues and the Company as a whole. We have a number of initiatives fully embedded into the Company which now feel like the norm. We will continue to work hard to maintain this high level and explore new Health and Wellbeing adventures." Chris Pauling, Managing Director

## Quote feedback from Staff:

1. I have suffered from lower back pain and neck pain since April 26th 1999 following a near Fatal RTA, Life as I knew it completely changed for me from the moment of impact, it was not only because of the physical pain but also my mental state of mind. I couldn't understand after nearly two years why I was feeling so bad, so after seeking help, I was diagnosed with PTSD. Then the road to recovery began, I took everything that was offered to me, But! one thing which I wasn't offered was physiotherapy. By 2018 I was at my lowest point, couldn't see that I would ever get rid of the pain.

Whilst on holiday In November 2018 I rang the

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GP. I was diagnosed as having Asthma, Spinal Stenosis - both of which can be lived with. I wanted to get mobility back, my breathing under control and regain some quality of life. I changed my diet, but most of all I changed my mind set, the physical side needed an overhaul, I took up the gym, boring as heck, so I tried something I thought I could not do and that was offered to me through the company YOGA, yes Yoga. 53yr old, overweight and out of breath, but how it has changed my whole attitude, I look forward to going it makes me feel great I can almost touch my toes, I'm beginning to feel the benefits of gentle stretching and breathing correctly; it is an amazing outlet and healer for me. I now do it at home between our Weekly lesson, and it has made a huge impact on me - I have a goal to aim for and I'm determined to achieve it.

The pain has decreased due to extra help through the Joint Pain Advisor programme which the company has also provided, having knowledge from a professional of how to deal with pain has made a big difference, these are two areas which more people should try, give it a go be open minded, if someone helps with your pain and suffering grab it with open arms. Don't be sceptical and judge it by what it can do for you and how it can improve your wellbeing. It's your pain and your wellbeing, to

save yourself 20 years of suffering, be open minded don't worry what others think.

2. Was nice to meet the lady and explain how much the company has done to help me over the past year. I would just like to say to you and all the other members of our Health and wellbeing team, a massive thank you for all that you have done, not only to make my working life and wellbeing much better, but for all the other colleagues within the company too. I know it takes a great deal of time and effort to make things happen for the benefit of others, It has been a long twelve months for me some ups and downs but it would have been a whole lot harder without everyone's help and encouragement. So once Again Thank you.

### Success Story:

When the Company started to focus on Health and Wellbeing in the workplace we had to work hard to build trust, and fully engage colleagues. One colleague was particularly negative towards this focus saying 'stop shoving this down our throats' when they read yet another H&W article in the newsletter. 4 years on, this colleague is now one of our biggest champions and is seeing real personal benefits from the H&W activities on offer, including onsite yoga and the Joint Pain Advisor programme. This

focus has also encouraged the colleague to make changes outside of the workplace which further highlights the impact a workplace can have on a colleague's health and wellbeing.