



Gloucestershire Healthy Workplaces Roundup November 2021

We are delighted to announce that our very first Healthy Workplace Award Celebration and Networking Event will take place this Thursday 2nd December at Gloucestershire University and Growth Hub.

Following our event, and over the coming weeks and months, we will be sharing some fantastic case studies and examples of our trailblazer employers who have been going above and beyond to put staff health and wellbeing at the heart of what they do.

Watch this space for more details.....but for now, read on to get inspired by what some of our workplaces are doing and why it is so important to them!

Also in this issue:

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- Eating well for the menopause – check out and share some fab recipes and a great guide from the cholesterol charity Heart UK
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- Getting the balance right on vaccinations in the workplace – ACAS offer guidance and training for employers

A Taster of from our Award-Winning Case Studies



Castleford House Care Home

Castleford House aims to provide the best person-centred care. In order to do that it is essential that the team have a supportive and positive working environment. If people are not mentally or physically well then we will not be able to fully support the people living at Castleford House. It is important to personally take care ourselves and the team. If the team feel a drop in their mental health, it's vital to talk to someone about how they are feeling, so having good people around you is important. The earlier you talk about problems the better your options will be.

What does a healthy workplace look like for your organisation?

We are a team. We all stick together mentally and physically to make sure the working environment is positive and supportive. Everyone respects each other and is treated equally. Management are approachable and have an open-door policy at all times. The atmosphere is kept as calm as possible, which in turn helps the people living at Castleford feel relaxed. The result of this is shown by the happiness and contentment of people living at Castleford - they live a life of fulfilment.

Read more about Castleford House Here [Healthy Workplace Award – Milkwood Care Limited](#)

INVISTA Textiles UK

Employee health is integral to the health of our business. We strive for a healthy, happy and productive workforce, which leads to more fulfilled employees.

What does a healthy workplace look like for you company?

Our Market Based Management principles help create a positive workplace, but this has been enhanced through the Healthy Workplace Award process. Mental health is as important as our employee's physical health, and we have worked hard at implementing mental health first aiders and promoting wellbeing activities including taking part in the Healthy Gloucestershire Workplace Challenge. A healthy workplace is one where our employees feel fulfilled whilst also staying physically and mentally healthy

A Taster of from our Award-Winning Case Studies

PUBLICA

The COVID-19 pandemic has further highlighted the support that staff and colleagues require during these challenging times. During our time working at home Publica carried out a number of wellbeing surveys to understand how people were coping and we have responded by offering additional support and advice.

We focus on developing our people's mental, physical and emotional wellbeing. We have an employee assistance programme, where staff can talk to a trained counsellor about any concern. We provide support such as a weekly live online staff exercise class. We also offer a Medicash scheme where employees can access advice and support and complimentary therapies. During the pandemic we have actively promoted the Medicash service through online webinars. We also offer a range of financial wellbeing tools to support staff. We provide a flexible/agile working approach that seeks to support staff to manage their work/life balance as well on online training in subjects such as stress management. During the pandemic a focus on employee engagement has supported the home working, responding to organisational and individual needs and concerns.

What does a healthy workplace look like for you?

A healthy workplace is one where people can thrive and feel that their work needs are met whilst staying physically, mentally and emotionally healthy. It's an environment where people can ask for assistance when needed and feel that it's ok to ask for support, whatever that may be. It's where team members support each other and together they create a great place to work.



A Taster of from our Award-Winning Case Studies

Gloucestershire County Council

The Council recognises that wellbeing and performance are linked. Improving the workforce's ability to handle pressure, manage their own wellbeing and to balance work and home life will ultimately lead to improved individual and organisational performance. A healthy workforce is a more productive workforce.

What does a healthy workplace look like for you company?

Gloucestershire County Council takes an active role in ensuring employees health and wellbeing needs are supported.

Resources and initiatives are in place to enable employees to thrive within their work environment contributing positively to their overall health and wellbeing. We ensure that our employees have equal access to support and resources both inside and outside the organisation.

Examples include:

- Access to responsive health & wellbeing advice and support from a multi-disciplinary OH team through our Helpline and referral processes
- Support focussed on priority areas of health concern including mental health and musculoskeletal disorders
- Provision of Covid-19 individual vulnerability risk assessment advice
- Manager training and resilience workshops
- Engaging with the directorates through an our Health & Wellbeing Stakeholder Group
- Building employee engagement through teams participation in activities such as the Corporate challenge
- Promoting current health & wellbeing initiatives and support available through a weekly health & wellbeing features on our staff intranet newsletter
- Working closely with HLSG to improve awareness of national and local health & wellbeing initiatives, and signposting to support available

Gloucestershire Healthy Workplaces supporting 16 days of action against domestic violence



The #16daysofaction is a national campaign championed by OHID (formerly Public Health England) it runs from 25th November to the 10th December each year

Gloucestershire healthy workplaces support this campaign and we want to play our part to help raise awareness of this important issue. We can support workplaces with resources and information, and you will see us on social media supporting local initiatives.

How can your workplace get involved?

1. Create a domestic abuse policy to support your workforce. Check out the toolkit for employers here [👉](#)
[Domestic Abuse: a toolkit for employers - Guide for Employers \(bitc.org.uk\)](#)
2. Raise awareness of apps for personal safety look for 'Flare' and 'Hollie Guard' being promoted across Gloucestershire this winter
3. Promote and signpost to local support services including:

[Home - Gloucestershire Domestic Abuse Support Service \(GDASS\)](#)

[Gloucestershire Take a Stand –against all types of violence and abuse](#)

[Hollie Gazzard Trust - Hope, Passion And A Life Fulfilled - Hollie Gazzard Trust](#)

[Flare App | Gloucestershire Constabulary](#)

LOVE TO RIDE

WRAP UP AND RIDE!

KEEP RIDING WITH WINTER WHEELERS



1-25 December 2021
Register at lovetoride.net

Love to Ride is an online platform and behaviour change tool designed to get more people cycling. It is free to use and both businesses and individuals within Gloucestershire can sign up. Love to Ride allows people to log rides, win prizes and have access to discount codes, informational webinars and community support. To encourage participation through competition, businesses can compete against each other locally and nationally for miles logged and riders encouraged (this can also be done for different

This a project jointly funded by Gloucestershire County Council and Active Gloucestershire. Love to Ride launch their Winter Wheelers campaign on 1st December - this means that from 1st to 24th December anyone who logs a ride or encourages someone else to cycle, is entered into daily prize draws and has the chance to win cycling clothing, bike shop vouchers and an electric bike.

Find out more at www.lovetoride.net

acas working for everyone

Covid-19 vaccinations in the workplace

This new e-learning course offers good practice advice on how employers can best support staff to get Covid-19 vaccinations and explains the recent law introduced by the Government around vaccinations in certain settings. We cover how to agree a vaccine policy that's appropriate for your workplace, staff who may be exempt and how to strike that balance between protecting the health of staff whilst maintaining good working relationships to help avoid disputes in the future.

Try Covid-19 vaccinations in the workplace e-learning today



Eating well for the menopause this winter

**Have a look at some of these fantastic recipes from the Cholesterol Charity
HEART HEALTH UK**

**You can also download their menopause fact sheet and their guide to eating
well to reduce cholesterol**

**This is a great resource to share in your workplace and support those going
through menopause this winter.**

UCLP@menopause - HEART UK

Find out more and join Healthy Workplaces!



With so many opportunities coming up to rally your teams and focus your health and wellbeing activity, now is a great time to start working with us at **Gloucestershire Healthy Workplaces**.

We can support you through our evidence-based workplace award, help you bring you team together with health and wellbeing goals and increase workforce productivity, motivation and team spirit **ALL FOR FREE!**

Email us workplaces@hlsghs.org for a no strings informal chat and to find out more...



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