



Hastings Community Network 21ST November 2024

Hosted by HVA

Health & Wellbeing at Work for Staff

With Marketplace

The idea for this event came from Tracey Rose (Chair of HCNE, FSN) after she and her team were awarded at the Bronze Level Award for the ESCC Health & Wellbeing for Staff Accreditation Programme. We wanted to encourage more organisations to sign up for the Programme.

The East Sussex Wellbeing at Work (ESWAW) accreditation programme is the county standard of good practice in workplace health and wellbeing. It provides a framework for workplaces to achieve recognition for their commitment to employee wellbeing. It is funded and delivered by Public Health at East Sussex County Council.

The programme will guide you on a journey of health improvement through a series of awards, which contain specific criteria to achieve across a range of topic areas:

Physical Activity and Active Travel;

Healthy Eating;

Musculoskeletal Health and Health & Safety;

Mental Health;

Sickness Absence, Return to Work and Prevention;

Alcohol, Substance Misuse and Stop Smoking;

Leadership, Management and Workplace Culture.

Steve Manwaring (HVA Director) opened the event, thanking everyone for their interest and attendance.

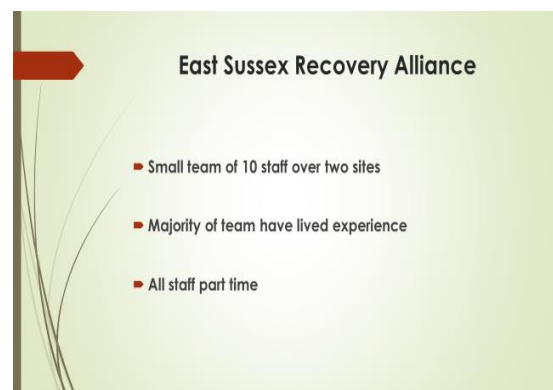


ATTENDEE NAMELIST

NAME	ORGANISATION
Mathilde Barbier	A Touch of Gentleness
Kim Batty	Hastings Emergency Action Response Team
Andrew Colquhoun	Hastings Community Network Executive
Laura Clark	Eggtooth
Jodie Cornford	Education Futures Trust
Richard Cuff	Salvation Army
Kate Davidson	Hastings Furniture Services
Tracy Dighton	Citizens Advice Bureau 1066
Rae Edwards	Education Futures Trust
Matt Ellis	East Sussex County Council
Lisa Finch	Soundcastle
Susan Gedge	Rother Voluntary Action
Emma Jones	Care for the Carers
Steve Manwaring	Hastings Voluntary Action
Sally Moseley	Little Gate Farm
Morgan Oliver	CAB1066
Helen Prosper	A Touch of Gentleness
Julia Roberts	Culture Shift
Tracey Rose	Fellowship of St Nicholas
Julie Ryder	Little Gate Farm
Jacqui Skilton	East Sussex Recovery Alliance
Cameron Smith	Hastings Commons



Tracey Rose and Jacqui Skilton (HCNE Member, ESRA) gave a presentation speaking about their experiences of introducing the Wellbeing at Work Programme in their organisations, and the staff challenges in both a larger organisation (FSN) and a smaller organisation (ESRA)



Why wellbeing matters:

Ensures a healthy, motivated and productive workforce

Reduces sickness and improves staff retention

Creates a positive work culture

A healthy staff means better support for clients, ensuring the success of recovery pathways

Staff wellbeing is crucial in sustainable service delivery



Kate Davidson(HFS) & Julia Roberts(Culture Shift) facilitated a table activity featuring a picture of figures in varying positions and moods. The attendees, in groups, chose a figure that represented how they were feeling that day and why, then discussed within their group.



The discussion then turned to what small things they are doing/could do in their own organisations to improve wellbeing amongst their staff:

Gossip over coffee

Have a coach; reflective practice makes a big difference

Have a colouring book on my desk

Speaking about our own wellbeing more and have support network at work

Instead of having a 'to do' list, have a 'done list'



Some of things people found challenging at work were:

Taking proper breaks

Eating properly and staying hydrated

Feeling tired due to lack of good sleep



Self-care is as important as looking after others



Following the activities, everyone had a chance to network and browse the Marketplace over tea and coffee

Matt Ellis, Programme Co-ordinator, Wellbeing at Work, ESCC attended the event to give an overview presentation about the Programme



The Wellbeing at Work programme: 

Operates a **free** Accreditation Scheme and provides support to East Sussex employers on improving employee health and wellbeing in their workplace via an evidenced based framework.



Offers workplace health resources, training, events and a signposting service to those working in East Sussex:
<https://wellbeingatwork.eastsussex.gov.uk/>



Launched in Autumn 2021 and now has 151 registered organisations, 76 awarded



Why do you need the East Sussex Wellbeing at Work programme?

Improved Employee Health

Increased Productivity

Reduced Healthcare Costs

Enhanced Employee Morale

Lower Turnover Rates

Improved Workplace Culture

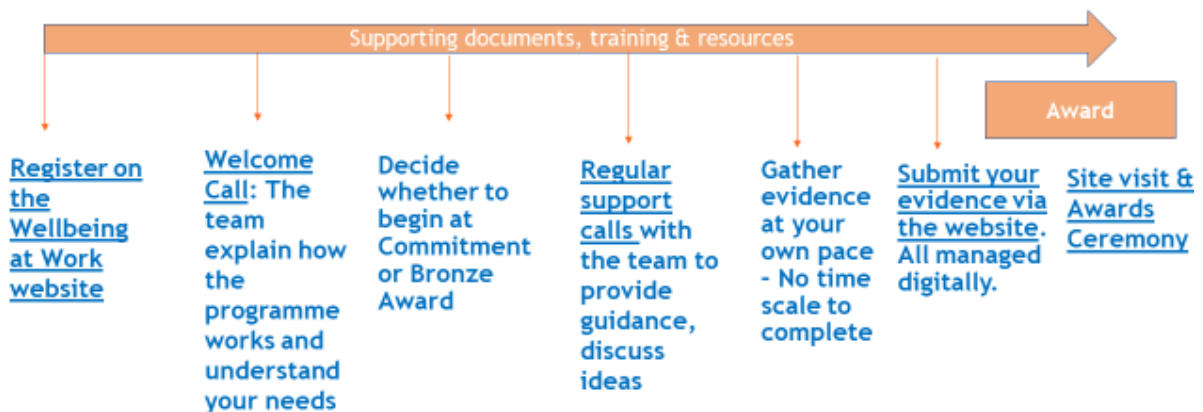
Better Recruitment and Talent Retention

Compliance with Regulations

Risk Management and Safety

Positive Public Image

How does it work?





Tracy Dighton (HCN Co-Chair, CAB1066) closed the event thanking everyone for their input, making the event a success in terms of outcomes that was evident from the feedback comments we received following the event.

Wellbeing tips and enthusiasm to complete Wellbeing Champion training.

Good to hear about other organisations

A lot of ideas and resources.

Will be signing up for Wellbeing Champion.

Galvanised to take on the Silver Award.

Really loved it and can't wait to implement it at my organisation.

Will sign up for more Wellbeing at Work training.

Introduced ourselves to Matt Ellis who we have a meeting with soon.

Thank you. Looking forward to getting involved.