



Cornwall Partnership Foundation Trust - 3800 employees

The trust are passionate about looking after their greatest asset – their staff. Earlier this year the trust invested in 2 new Staff Health and Wellbeing Leads. 9 months in, Rachel Faulkner and Jess Harvey are starting to embed the importance of staff wellbeing, working in partnership with Cornwall Healthy Workplace programme.

The **Sugar Smart UK** campaign has been a great way start the journey by engaging staff, start a conversation and help them to start to tackle issues such as dehydration. After offering staff wellbeing checks earlier this year, feedback was that 85% of staff were dehydrated, so the trust has launched many new initiatives, such as “Hydration Stations” on wards, as well as offering all employees free water bottles. Urine colour charts have been provided to make staff more aware and key messages around the importance of drinking water, cutting out sugary drinks and having healthier snacks have all been well received.

Key messages on **Sugar Smart** are distributed to all staff via the staff newsletter, staff wellbeing noticeboards, the wellbeing section on the intranet and their newly trained Health Champions. Teams around Cornwall have accessed Healthy Eating and Healthy Weight workshops, which has inspired them to think about having healthier options available at staff meetings, taking walking meetings, and shared healthy team lunches, and the feedback from staff has been really positive.

Last month, the trust held their first Staff Wellbeing conference, which they made sure they lead by example and ensured the external caterers provided healthy foods, fresh fruit was on all the tables, water stations throughout the venue and they offered workshops throughout the day on importance of healthy eating at work, healthy weight at work, free yoga sessions, stretch and flex sessions and lunchtime wellbeing walks.

To compliment the **Sugar Smart UK** campaign, the trust are delighted that they were successful with the NHS Healthy Weight Declaration pilot with Public Health England South West and hope this will help to improve the health and wellbeing of staff at CPFT by really making changes to the food they provide, the catering facilities, vending machines, training days and the image they give out to the public.

To ensure this ambitious agenda doesn't get lost, Rachel and Jess have identified board and senior leader champions such as Head of Organisational Development for Healthy Eating and the Head of HR for Physical Activity – which really helps to ensure commitment from the top level, help overcome barriers and of course lead by example with the overall aim of promoting and embedding a positive healthy workplace culture.

Rachel Faulkner, Staff Health & Wellbeing Lead said: *“At the trust, we believe are staff are our greatest asset and if our staff are healthy, well, valued and feel supported, this will have a direct and positive impact on our patients who will be looked after better. We need happy and healthy staff, and we are delighted to follow the Sugar Smart pledges to enable us to really embed this into our workplace and help us achieve our goal of improving the health and wellbeing of our staff and providing healthier choices and ensure these become the easier choices too.”*

Healthy Workplace

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