

Environment Agency



Cornwall
Workplace Health

Embedding our
wellbeing culture

Steve Marks

Our culture:
how we do things

Yes, if: we will take this approach in all that we do

Think big, act early, be visible

Seek partnership, show leadership

Focus on outcomes not processes

Embrace difference:
include everyone

One team: support and trust each other to do the right thing

Stay safe and grow: we will invest in the wellbeing and development of all our staff

Culture eats strategy for breakfast

Seeds wont grow without soil & water

Our wellbeing ambition

Our people are our greatest asset
and we want them to *stay safe and grow*.

Working here will improve
health and wellbeing.

We recognise that health and
wellbeing issues can have a
significant impact on our
people and teams.

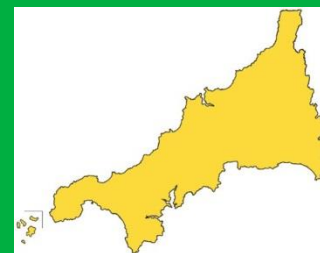
Good health and wellbeing can
have a positive effect on our
ambition to *create a better place*.

Together we can make this a reality.



Safe and well

Cornwall Workplace Health – Helping deliver our wellbeing ambition



- **Inspiration / Ideas / Learning**

- Work vital for health / health vital for work
- Men's Health Forum
 - Men's Health Week
- Healthy weight / eating
- Mental health

- **Local focus**

- Cornwall Health Promotion Service
- Cornwall Sports Partnership / Beach Games

Healthy Weight / Physical Activity

Healthy weight / Eat well

- Workshops for office and field staff

Physical activity interventions

- Activities / events
- Avoid prolonged sitting
- Breaks / Lunchtimes

Facilities

- Kitchens / Incident support
- Showers
- Bike storage

Culture

- Peer support



Men's Health

- Men's Health Week
- Drop in 'Health-check' days
- Lunchtime seminars



- Culture
- Openness
 - Peer support



Mental Health



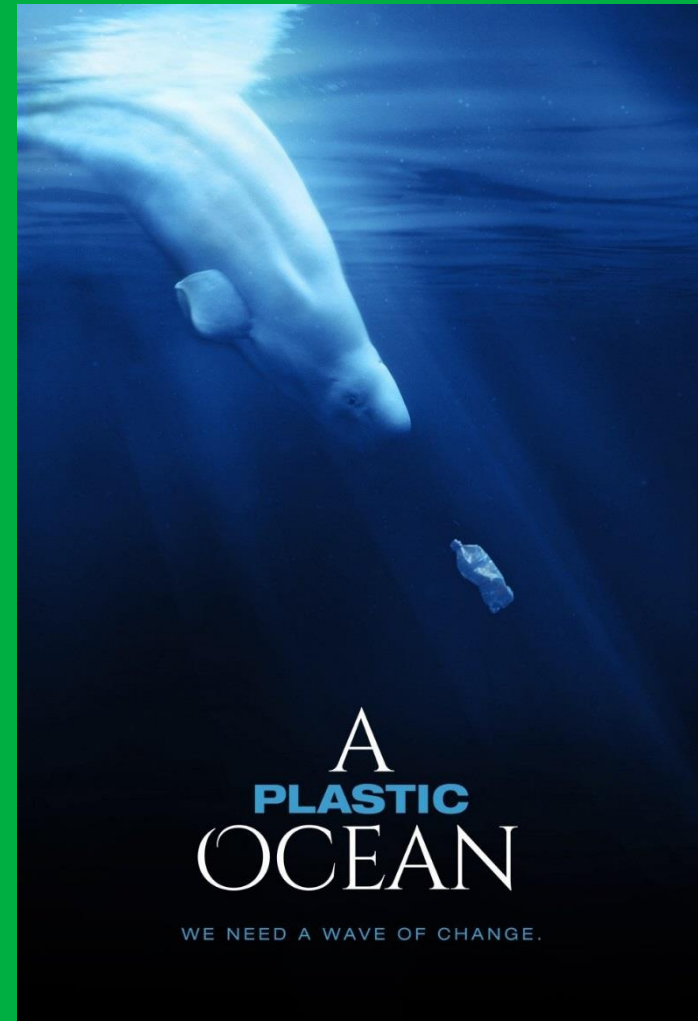
- Mental Health First Aid
- Personal Resilience
- Mindfulness
- Sleep Hygiene

- Embedding culture
 - Mental health days



Thank you

- New criteria
 - Raise awareness of the impact of the workplace on the wider environment
 - Single use plastics



Business outcomes

- Culture further embedded at staff level
- People are happier and healthier
- Less sickness, and higher productivity
- National case study; highlighted as best practice to support other areas



• Area Director – Richard Stockdale

@RichStockdale_

- *“The increased focus on our staff health and wellbeing through the Cornwall Workplace Health programme is one of our biggest successes over the performance reporting period”*
- *“Our people really are our most valuable resource and this has helped put the health and wellbeing of everyone at the heart of what we do”*