



Brothers of Charity Services
working in partnership for positive lives in England



Health BOCS
By The Brothers of Charity

Greater Manchester Health and Wellbeing Report 2019



**INVESTORS
IN PEOPLE**

Gold
Until 2021



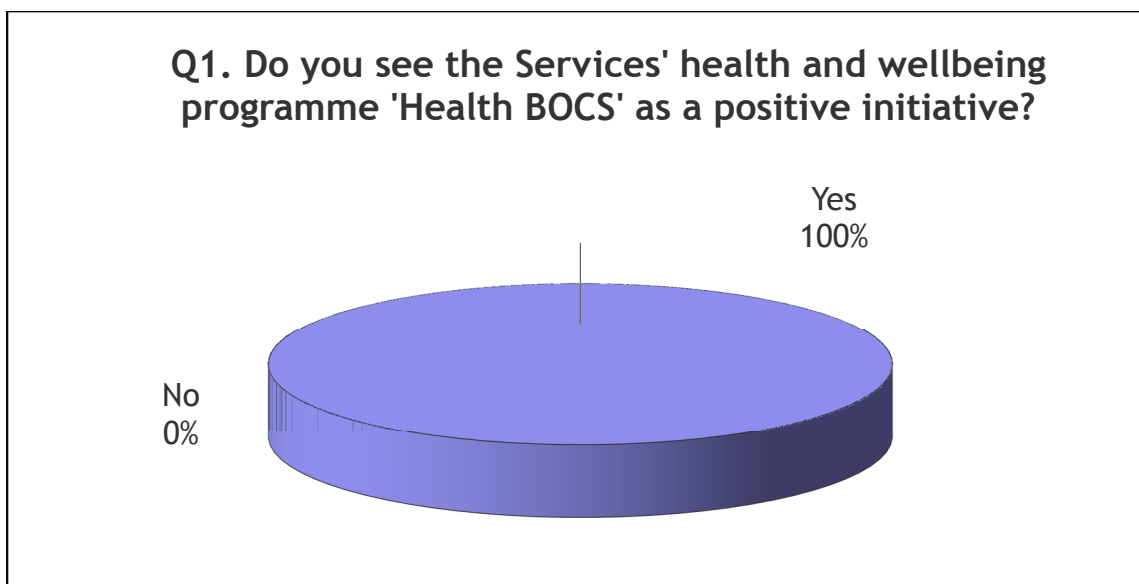
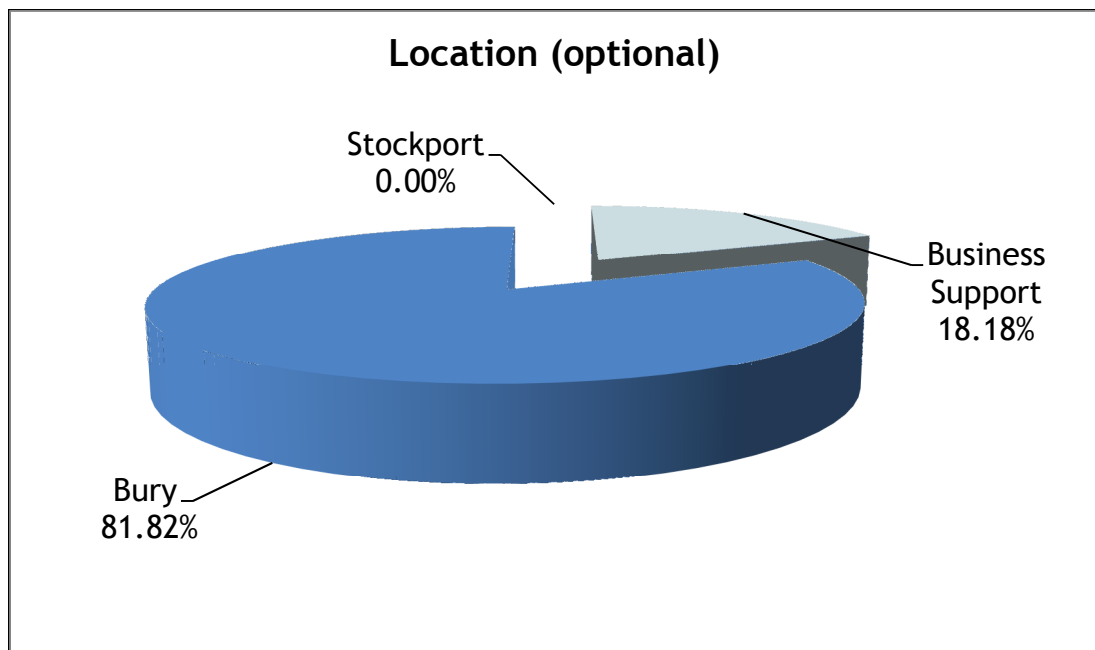
Decade of
Health &
Wellbeing

Living, working, having fun and making choices

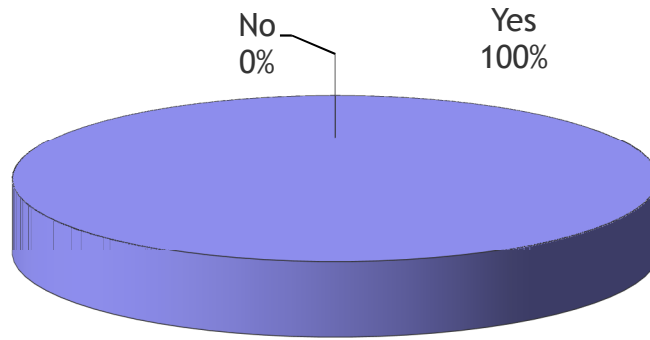
GREATER MANCHESTER HEALTH & WELLBEING REPORT 2019

In July 2019, Brothers of Charity Services circulated a Health and Wellbeing Survey to all Greater Manchester Services staff. This report presents a summary of responses to each of the questions asked as well as actions generated for the service to build on our investment into your health and wellbeing.

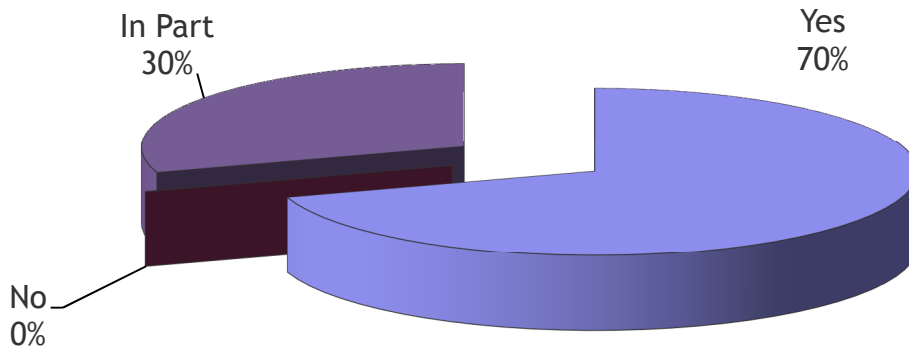
Many thanks to those staff colleagues who participated in this survey. The results will be used to develop our Health & Wellbeing strategy and action plans to ensure all initiatives are responsive to staff needs. Your feedback is essential and we continue to welcome any comments or suggestions to help drive forward continuous improvement.



Q2. Do you feel the Service positively supports your health and wellbeing needs?



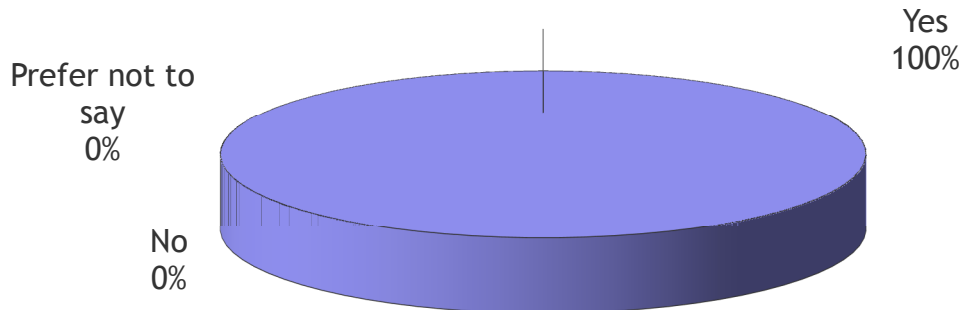
Q3. Do you discuss your health and wellbeing needs with your line manager?



Comments included:

- If I have any issues or needs I would be able to discuss with my line manager

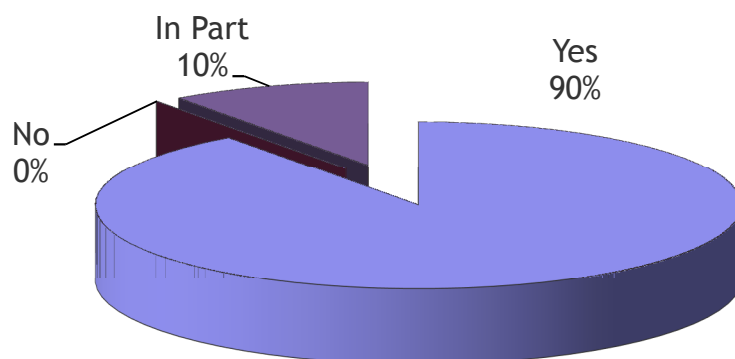
Q4. As part of the Service's stress management policy, the use of individual stress risk assessments is promoted as a supportive and preventative tool. Do you see individual stress risk assessments as a positive initiative?



Please explain why you feel like this:

- It helps us manage stress levels induced by staff in a positive manner
- It ensures staff feel valued and supported and helps to limit unnecessary work related stress issues.
- it allows you to see where the risk of stress may occur and how to use it to help in the future
- As it looks at the individual issues and not a generic approach

Q5. Mental Health is as important as physical health. Do you feel the Service provides you with appropriate support in relation to your mental health?



Comments/Suggestions for Improvement included:

- There is always someone to talk to in case there are any issues with my mental health

Q6. Do you have any suggestions for the service to support you to eat healthily whilst at work?

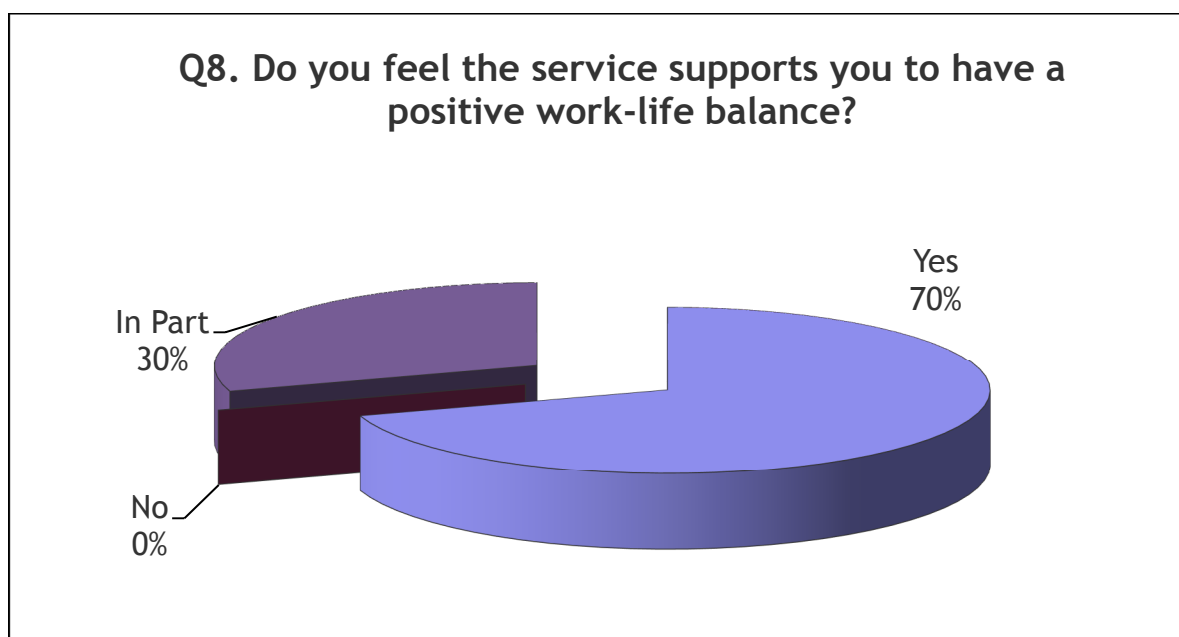
Comments/Suggestions for improvement included:

- No, not really as I am already a healthy eater
- Discounts on Food
- We already have fruit in the office which is a good selection and choice
- No, the service currently provide a good selection of fruit

Q7. Do you have any suggestions for the service to support opportunities for physical exercise opportunities whilst at work?

Comments/Suggestions for improvement included:

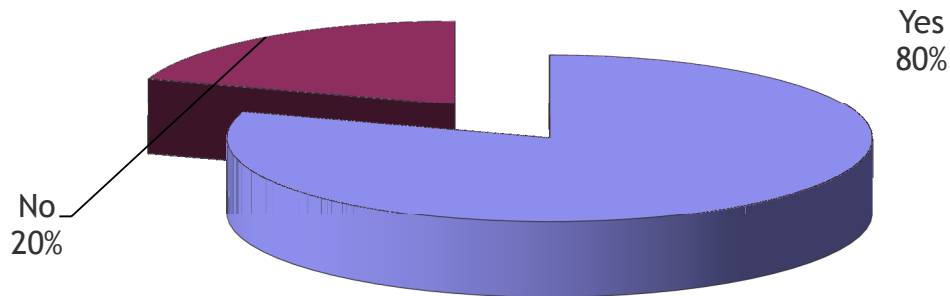
- It would be nice to have a room in the office building with a few exercise machines



Please comment on why you feel this:

- Staff absences put pressure on remaining staff to cover hours
- I'm still getting used to this line of work
- The service provides people with the opportunity to apply for flexible working.
- The service provides people with the opportunity to work from home if applicable

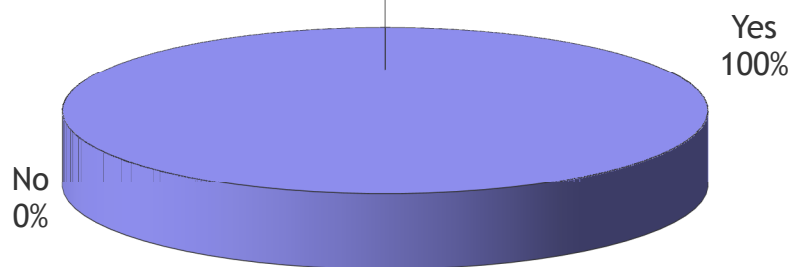
Q9. Are you aware of the Service's management development programme (MDP)?



Please tell us what you think of this:

- Good opportunity for staff looking to expand their career
- This is a great opportunity for current managers to refresh their skills and also new and future managers to get the skills and knowledge required to do the role

Q10. The Service will be launching a 'Learning Zone' on the internal intranet where staff colleagues will be able to access and be signposted to a number of online resources and training materials. Do you feel this is a good idea?



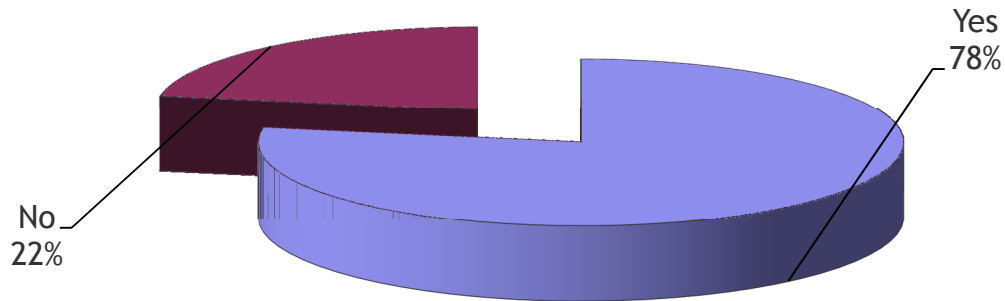
Please tell us what you think of this:

- It will help those who still feel unsure and need that confidence boost by being able to still learn more about all aspects of the job

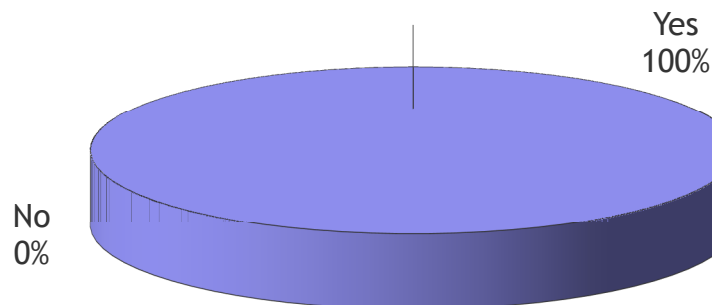
Q11. There are a number of things that we already do to support Health & Wellbeing - Below are some of them: Have you made use of them? Do you think they are of benefit? Please tick the box that applies to you.

Answer Options	Have Used - Good Idea	Never Used - Good Idea	Never Used - Bad Idea
Dental/Optical Assistance	11.11%	88.89%	0.00%
MEDICASH	33.33%	66.67%	0.00%
Confidential Counselling Helpline	0.00%	100.00%	0.00%
Long Service Awards	11.11%	88.89%	0.00%
Annual Leave (above statutory requirements)	11.11%	88.89%	0.00%
Occupational Sick Pay	0.00%	100.00%	0.00%
Flexible Working Formal agreement	22.22%	77.78%	0.00%
Flexible Working Informal arrangement	22.22%	77.78%	0.00%
Occupational Health Service	0.00%	100.00%	0.00%
Discounted Gym Membership	0.00%	100.00%	0.00%
Health and Wellbeing Events	11.11%	88.89%	0.00%
Interest Free Travel Ticket Loans	0.00%	100.00%	0.00%
Cycle to Work Scheme	0.00%	100.00%	0.00%
Investment in Training	37.50%	62.50%	0.00%
Discounted cinema tickets	33.33%	66.67%	0.00%

Q12. Following feedback from previous surveys the Service has implemented an email account 'SuggestionBOCS@brothersofcharity.org.uk' for staff to suggest improvements they would like to see throughout the year. Were you aware of SuggestionBOCS?



Q13. More Health and Wellbeing Days are being scheduled across the English Services in September for staff and the people we support to attend. Do you feel these are a positive initiative?



Q14. Please use the space below to let us have your comments, tell us what further initiatives would you like in relation to Health & Wellbeing or other suggestions for improvement:

- A health and wellbeing event at the office or a fixed place is a good idea

Thanks again to all those who took part in this survey.

Please keep your comments coming!

Please read on for the 2019 action plan

2019 Greater Manchester Health and Wellbeing Action Plan

ACTION: To maintain provision of free fruit and continue to promote and support healthy eating and exercise initiatives

ACTION: The service will continue to invest in supporting effective values led recruitment and retention initiatives to ensure outstanding services and maintain appropriate levels of resources to support effective rota planning

ACTION: The service will continue to invest in appropriate Learning and Development initiatives to equip the workforce with the knowledge and skills to carry out their roles effectively thus supporting their wellbeing.

ACTION: The service will continue to improve and develop the reporting of metrics related to health and wellbeing to support and promote continuous improvement and evidence return on investment

ACTION: The service will promote its staff health cash plan Medicash and its benefits and Medicash extras website as well as the gym discounts Medicash provide to staff

<https://www.medicash.org/customers/boc>

<https://www.medicash.org/customer-services/extras>

ACTION: The Service will continue to support the development and enhancement of staff kitchen and break/communal facilities.

ACTION: The Service remains committed to positively supporting the Health and Wellbeing and pastoral care of our workforce. It is intended that a suite of inclusive and accessible appropriate initiatives (e.g. alternative therapy treatments, yoga, tai chi, mindfulness, Zumba etc.) be developed and implemented with the appropriate internal resource to effectively facilitate this.

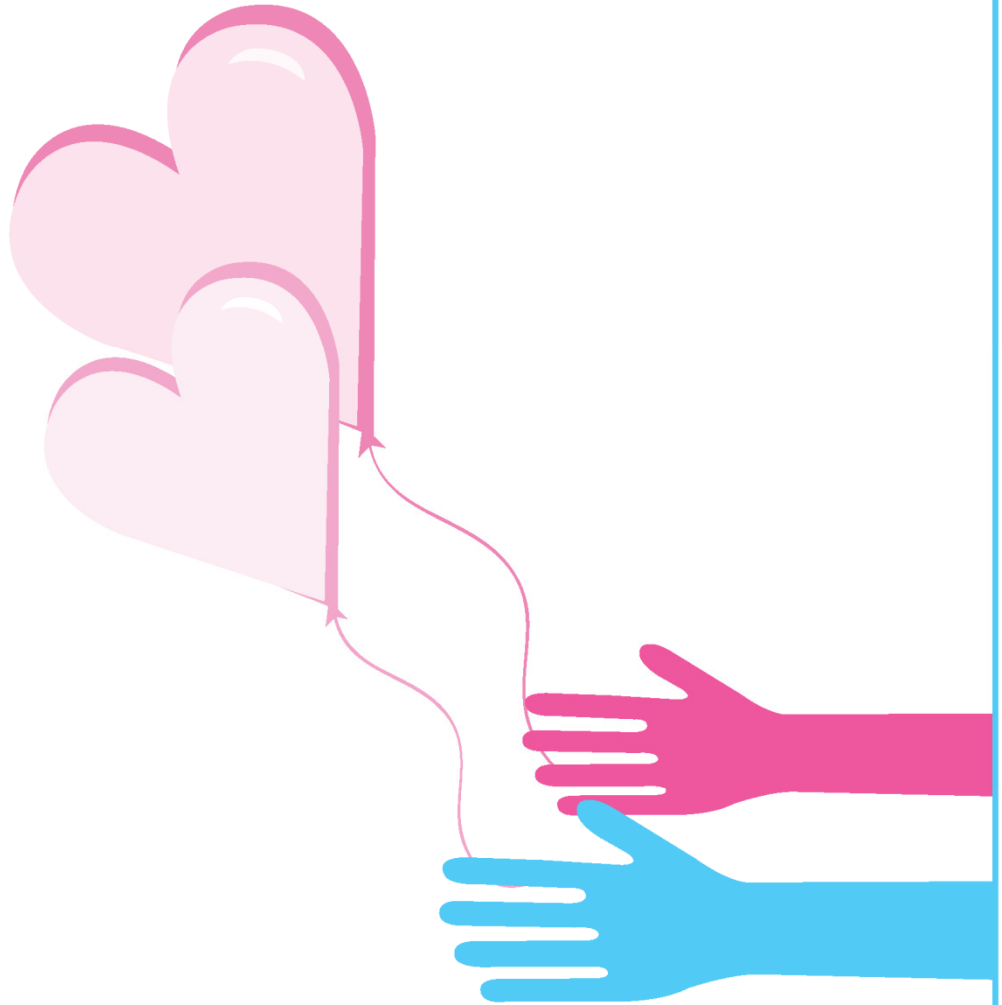
ACTION: The service will carry out this survey again in 12 months to continue to consult with staff for their views and suggestions

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EXCELLENCE

