



**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 2016



**INVESTORS  
IN PEOPLE** | Gold



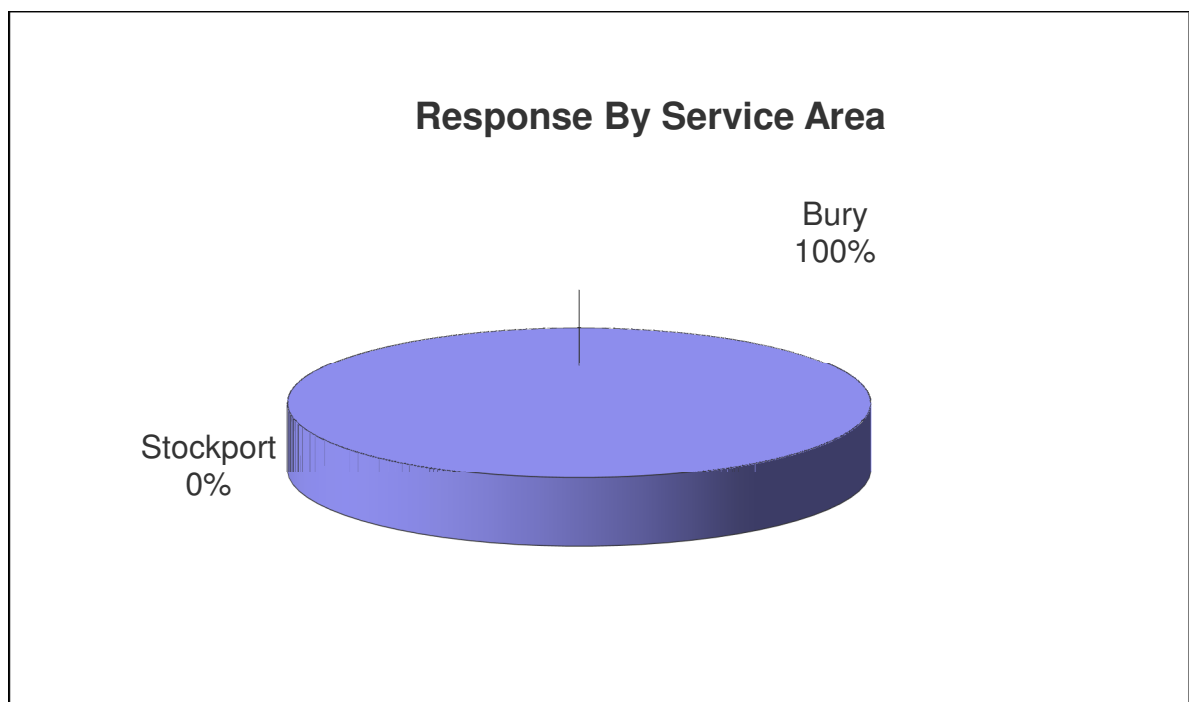
Decade of  
Health &  
Wellbeing

Living, working, having fun and making choices

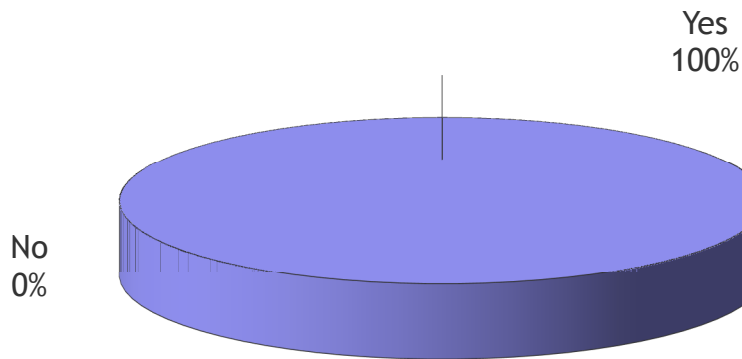
## GREATER MANCHESTER HEALTH & WELLBEING REPORT 2016

In November 2016, Brothers of Charity Services circulated a Health and Wellbeing Survey to all Greater Manchester 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 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.



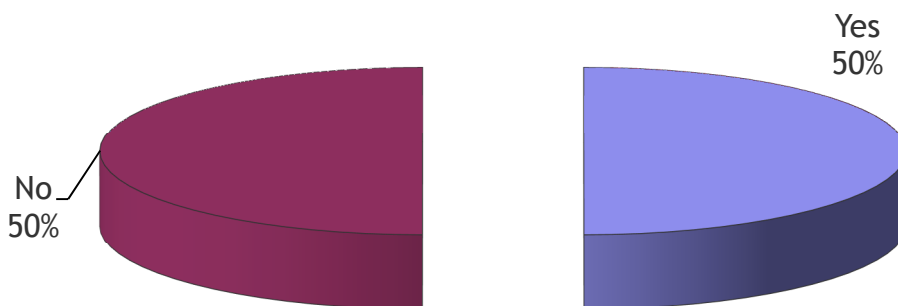
**Q1. Do you see the services' health and wellbeing programme 'Health BOCS' as a positive initiative?**



**Comments/Suggestions for Improvement included:**

- It's gone a lot better

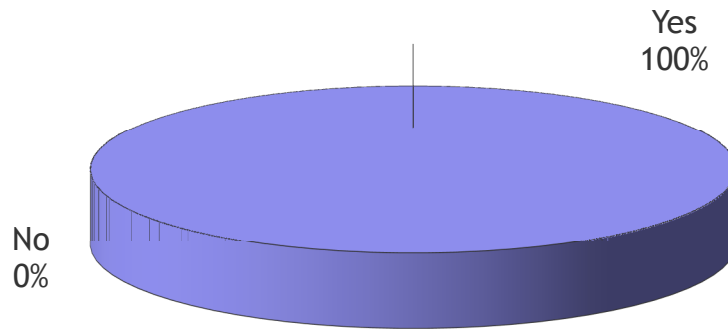
**Q2. Do you feel the service positively supports your health and wellbeing needs?**



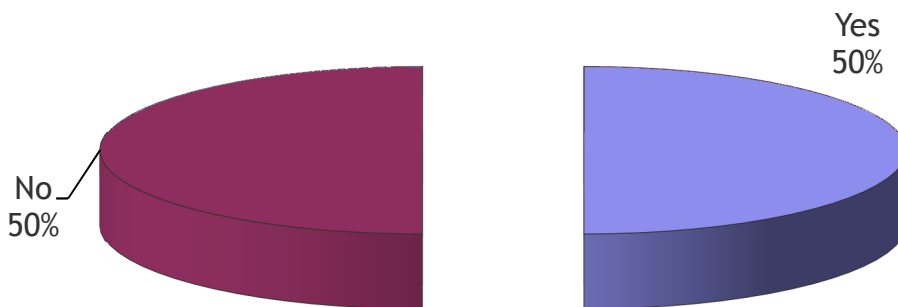
**Comments/Suggestions for Improvement included:**

- I've recently needed help and advice.

**Q3. Do you feel there has been improved investment into health and wellbeing by the service over the last 12 months?**



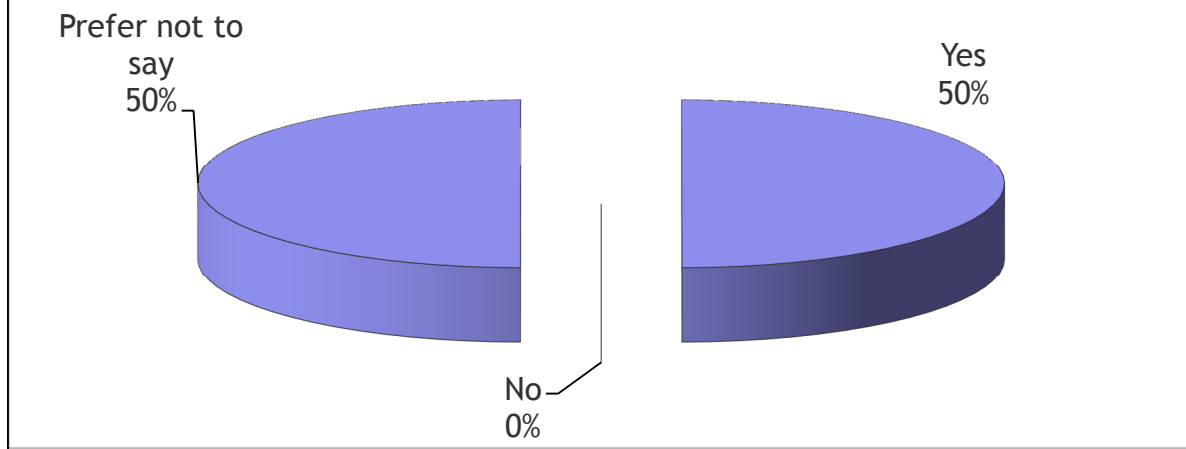
**Q4. Are you aware of the improved Medicash Health Cash Plan that the Service has provided for staff that was launched across BOCS England in July 2016?**



**Tell us what you think of this:**

- I'm currently using Medicash I was informed about and what they offer I was surprised on Medicash offered.

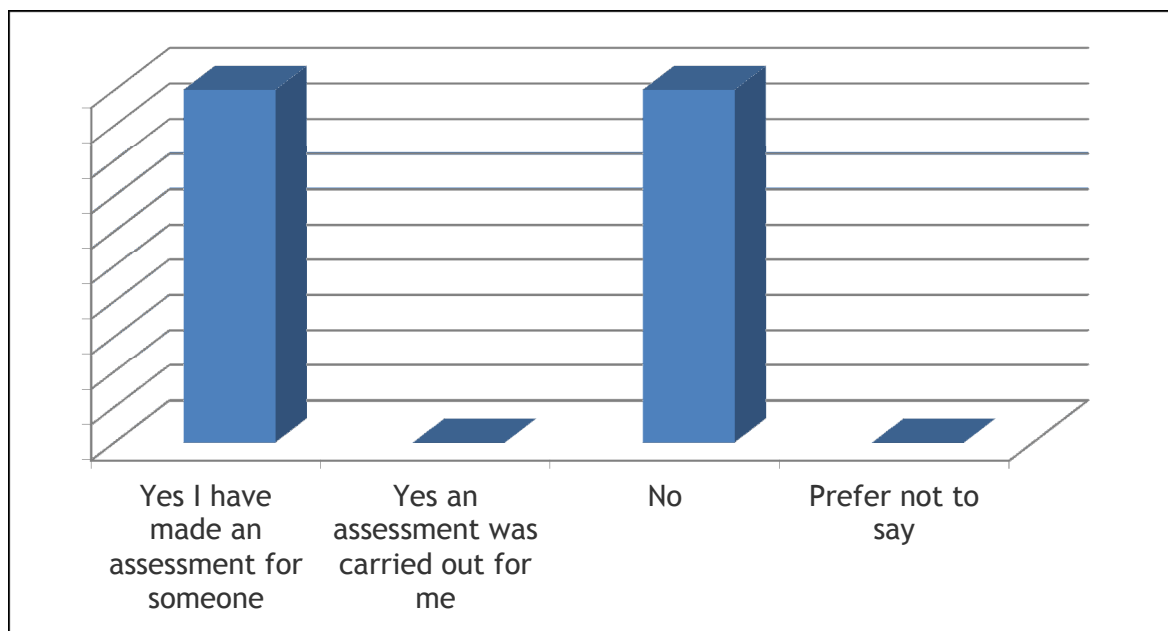
**Q5. Do you discuss your health and wellbeing needs with your line manager?**



**If no, or in part please say why:**

- I discuss what my employer needs to know as my health needs are being met.

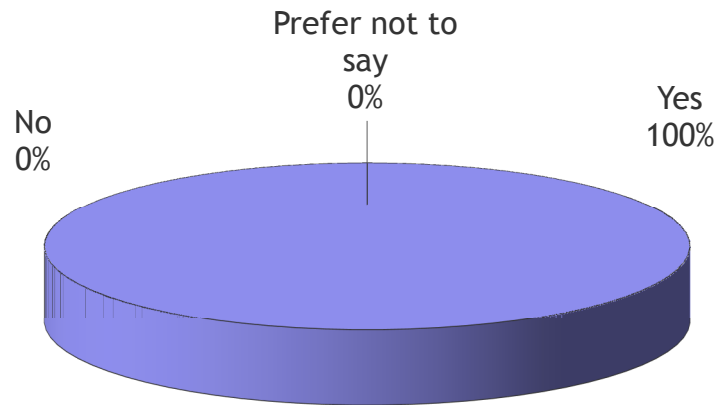
**Q6. As part of the service's stress management policy, the use of individual stress risk assessments is promoted as a supportive and preventative tool. Have you ever used an individual stress risk assessment?**



**Tell us what you think of this:**

- I raised my concerns and past them on to line manager and asked for feedback.

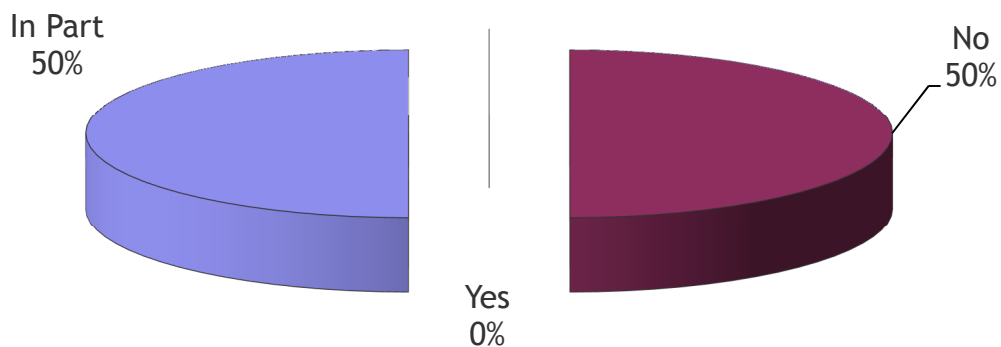
**Q7. Do you see individual stress risk assessments as a supportive preventative tool?**



**Please explain why you feel like this:**

- Yes because other people notice stress and what the trickier points are and raise their concerns before it gets out of control.
- It's important to know what issues the client has so their care may be tailored as close as possible and their needs are met hopefully leading to a calming environment for both clients and staff.

**Q8. 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:**

- Could do more on the physical side by suggesting gyms offer or swimming offer at pool and other activities

**Q9. Do you have any suggestions for the service to support you to eat healthily whilst at work? Comments/Suggestions for improvement:**

- Its hard question because when you are out in community, you sometimes don't get a break between calls so it's fast foods or what u can get.

**Q10. Do you have any suggestions for the service to support opportunities for physical exercise opportunities whilst at work? Comments/Suggestions for improvement:**

- Answered that one earlier

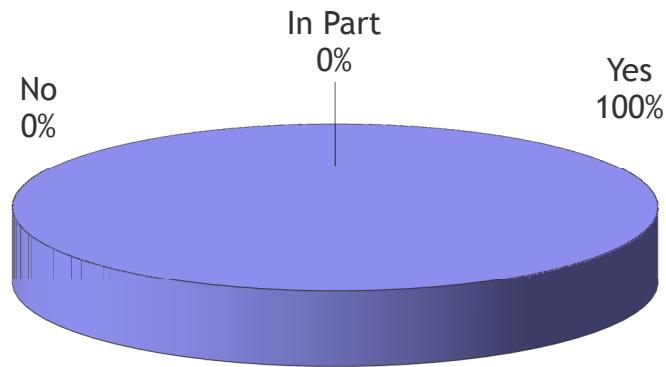
**Q11. There are a number of things that we already do to support Health & Wellbeing - Below are some of them: Have you made use of them? Do you think they are of benefit? Please tick the box that applies to you.**

Answer Options	Have Used - Good Idea	Never Used - Good Idea	Never Used - Bad Idea
Dental/Optical Assistance	0	2	0
MEDICASH	1	0	0
Confidential Counselling Helpline	0	2	0
Long Service Awards	0	1	0
Annual Leave (above statutory requirements)	0	2	0
Occupational Sick Pay	0	1	0
Flexible Working Formal agreement	0	1	0
Flexible Working Informal arrangement	1	0	0
Occupational Health Service	0	1	0
Discounted Gym Membership	0	2	0
Childcare Voucher Scheme	0	1	0
Health and Wellbeing Events	0	1	0
Interest Free Travel Ticket Loans	0	2	0
Cycle to Work Scheme	0	1	1
Investment in Training	0	2	0





**Q12. Do you feel the service supports you to have a positive work-life balance?**



**Please comment on why you feel this:**

- I can say I've never had a problem.

**Q13. Brothers of Charity Services has a management development programme that is referred to as the 'BOCS MDP'. If you have any alternative suggestions as to what it should be called please let us know:**

- N/A

**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:**

- I just wish they would listen more and give more feedback and sometimes making reports can be too long in carrying out.

**Thanks again to all those who took part in this survey.  
Please keep your comments coming.**



## 2016 Greater Manchester Health and Wellbeing Action Plan

**ACTION:** The service will set up a HealthBOCS Champions Group in Greater Manchester to promote related activities and initiatives across the area

**ACTION:** The service will carry out a Service Wide self-assessment of the Workplace Wellbeing Charter with a view to maintaining continued accreditation of the Award

**ACTION:** The service will investigate the implementation of the liP framework for Health and Wellbeing to support a positive and proactive tangible corporate approach to both individual staff and thereon organisational health and wellbeing

**ACTION:** The service will continue to promote and support healthy eating and exercise initiatives

**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

**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

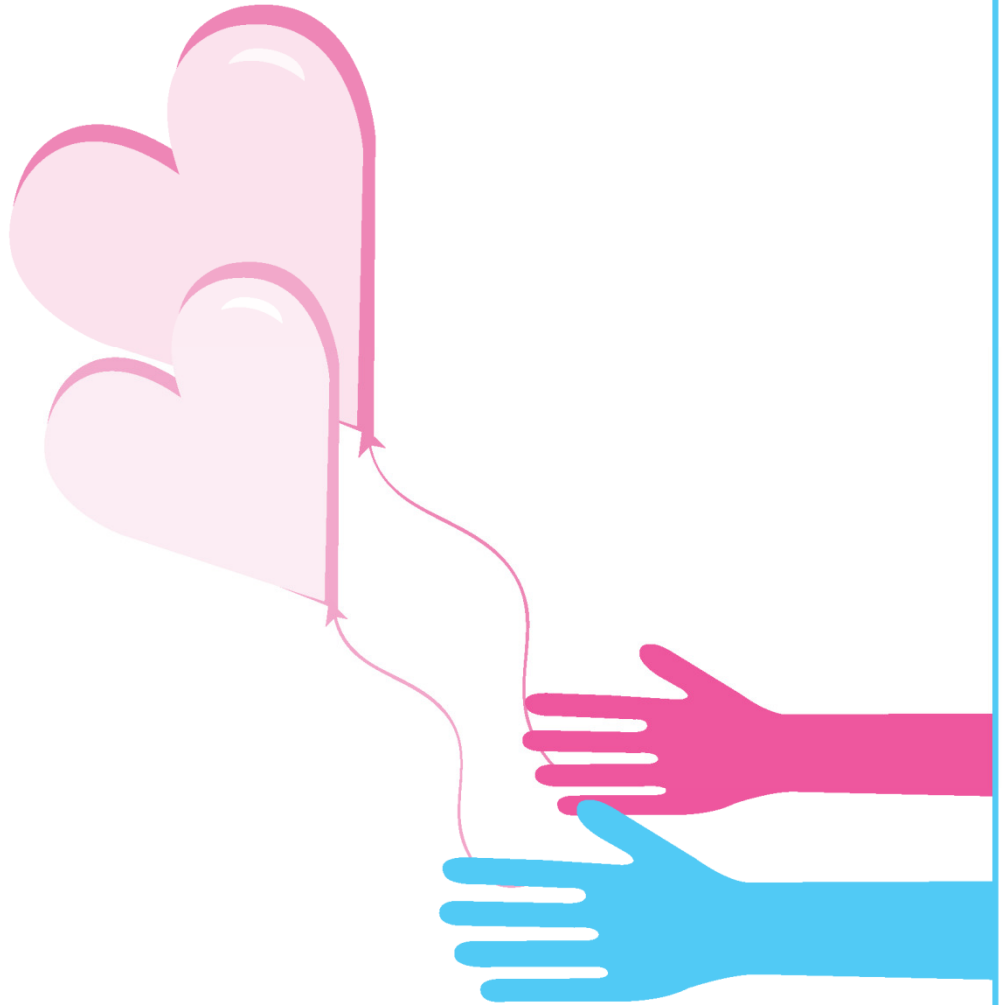
**ACTION:** The service will carry out this survey again in 12 months to continue to consult with staff for their views and suggestions





# Health BOCS

By The Brothers of Charity



INVESTORS  
IN PEOPLE | Gold

CUSTOMER  
SERVICE  
EXCELLENCE

