

What can really be achieved with limited budget, time and resources?

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SHEPHERDS BUSH HOUSING GROUP



simplyhealth

POLL

Main reason for achieving wellbeing on a limited budget and resource?

- Cost cutting
- Retaining staff
- Recruiting
- Absence Management
- Improve Morale
- Manage Change
- Adapt culture
- Other

What can really be achieved with limited budget, time and resources?

- ✓ An insight into a range of approaches to health and wellbeing that your business can introduce with minimum cost and maximum impact
- ✓ Hear how your business can learn from Shepherd's Bush Housing Group with limited financial and people resource, which used creative techniques to achieve their desired health and wellbeing objectives
- ✓ Address the challenge of a diverse workforce with differing needs
- ✓ Understand what you can do to deliver innovative and robust solutions that drive the best results for you and your business

Wellbeing initiatives

What comes to mind?

On-site gym



Nap pods



Teambuilding activities



Cycle share schemes



Wellbeing initiatives

- ✓ Think small
- ✓ Think tailored
- ✓ Ongoing strategy of small initiatives
- ✓ Build a web of consistent support

Wellbeing initiatives



SBHG People Strategy

We aim to be an employer of choice where all employees are able to excel, feel valued and supported in a safe and healthy environment.

Proactive engagement and listening to staff is pivotal in developing a motivated, engaged and informed workforce.

Poll

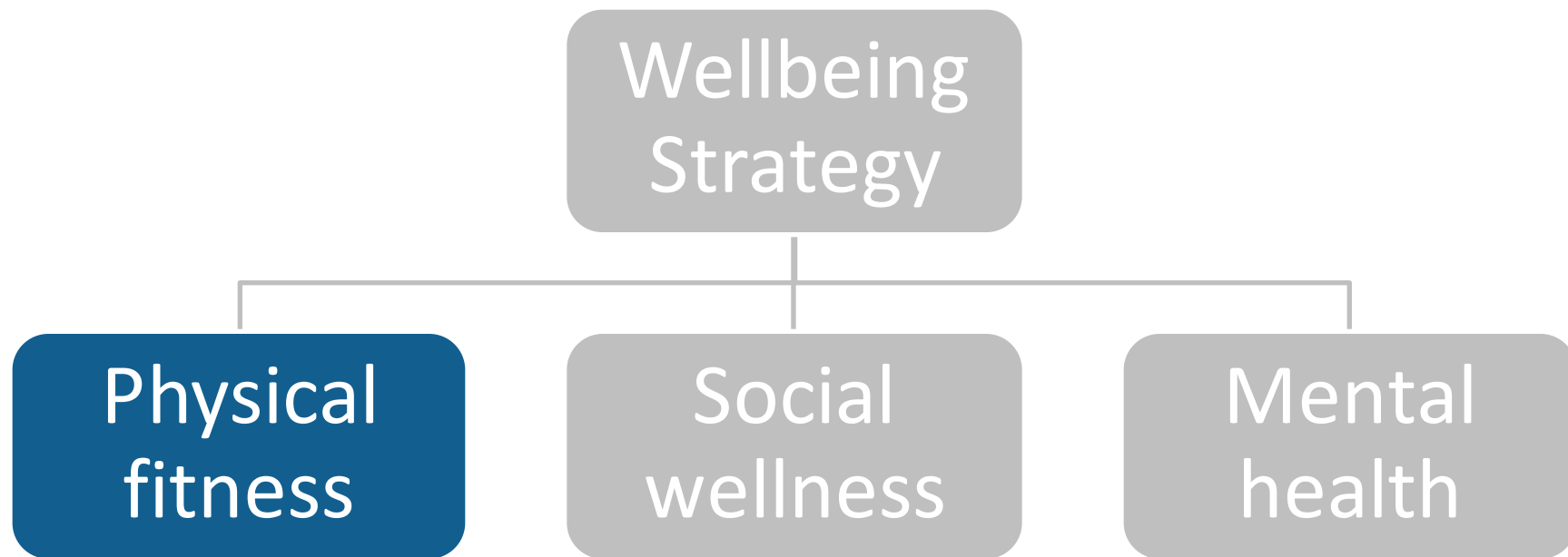
What is your top wellbeing priority?

- Physical health
- Mental health
- Social inclusion
- Financial
- Healthy Eating
- Work-life balance
- Other

Our Approach

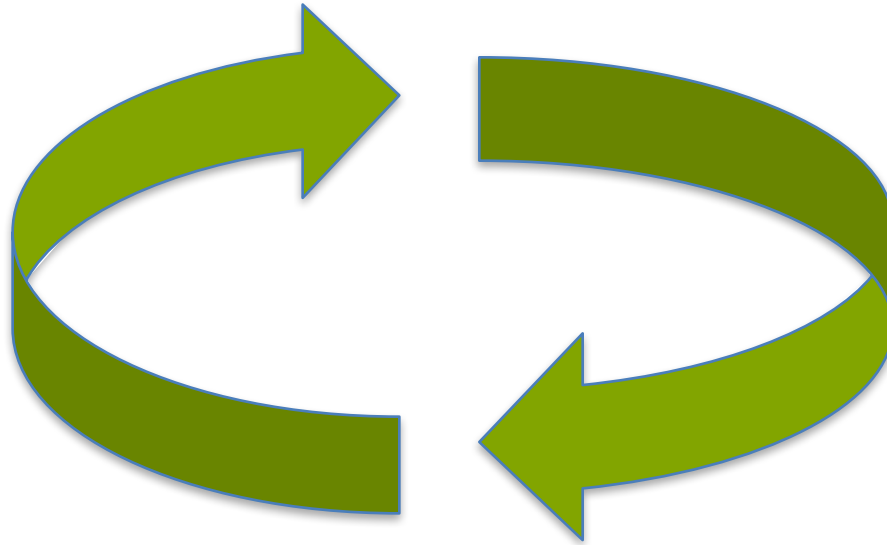


Our Approach



Physical Health Branch

“Two way causality between health and wellbeing”



Physical Health Branch

- ✓ Provide healthy snacks
- ✓ Healthy recipes initiative
- ✓ Annual mini health checks



- ✓ Gym discounts
- ✓ Exercise classes

Physical Health & Fitness

SBHG employee:

*“The activities offered by SBHG are **fantastic for both mental and physical health, and they help me to maintain focus even during stressful times.** The exercise classes help **build a real sense of camaraderie**, while the organisation’s sponsorship of the football team provides promotional opportunities for our local Corporate Social Responsibility projects. Playing competitively against other Housing Associations **helps build relationships within the industry, raises our profile and reflects the fact that employees are proud to represent the organisation.**”*

Exercise classes

Co-ordinated movement can lead people to:

- evaluate each other more positively
- express more trusting behaviour
- be more helpful and generous towards each other

Our Approach



Social Wellness

- Social interaction is among the most important factors in fostering productive collaboration (*Harvard Business review*)
- Strong social networks at work not only provide psychological and health benefits for individuals but can stimulate new ideas and improve collective resilience (*Forbes*)
- Social interactions are amongst the easiest interactions to facilitate

Social Wellness



Social Wellness

- ✓ TED Talks
- ✓ Ad hoc culture trips
- ✓ Volunteering activities
- ✓ Charity events

Our Approach



Mental Health

- **Breaking down the stigma of mental health**
 - ✓ Time to Talk event
 - ✓ Depression awareness week campaign
 - ✓ National stress awareness day
 - ✓ Stress busting yoga and massage

Mental Health

- **Promoting a good work-life balance**
 - ✓ Employees with a good work life balance work harder (*Corporate Executive board*)
 - ✓ Encourage full lunch breaks
 - ✓ Flexi time system
 - ✓ Work from home

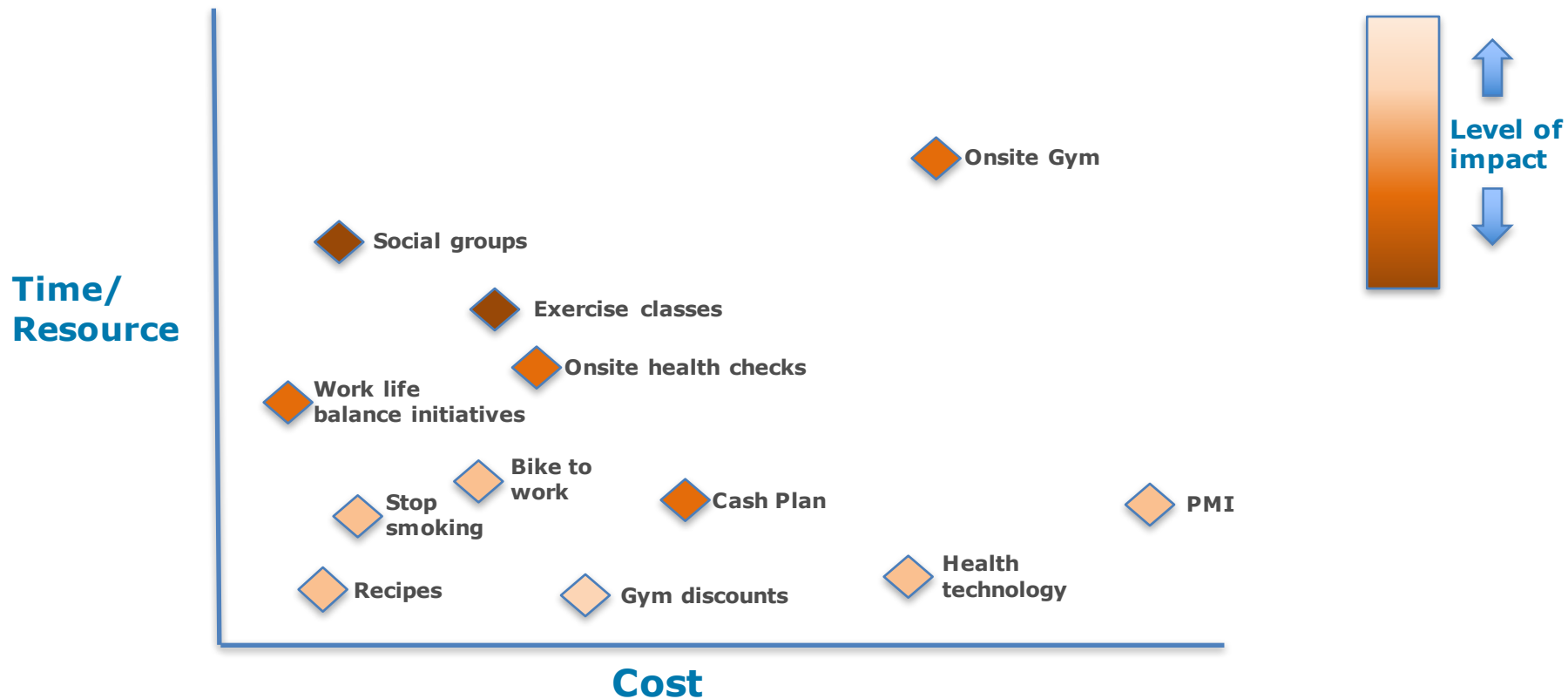
Summary



June events calendar

Theme	Boost your break: Exercise
Posters/fliers	Promote exercise classes, lunchtime walking, provision for self-organised groups
1-30 June	PRIDE Month
1 June	TED talk: The surprising science of happiness
6-10 June	Volunteering week
7 June	TED talk: The power of believing you can improve
9 June	Football match: SBHG vs. Circle Housing
14 June	World blood donor day
15 June	TED talk: Why ordinary people need to understand power
24 June	Natural History Museum Late: PRIDE
27 June	Handout: desk yoga factsheet
29 June	Science Museum Late: Leonardo da Vinci

What can you do?



What can you do?

- ✓ There's a number of cost effective approaches that you can take
- ✓ Obtain staff feedback (formally and informally) to make the most of your budget/time
- ✓ One size doesn't fit all
- ✓ Any health and wellbeing strategy must be in line with your company values and objectives



Thank you

Questions?