


## BEST PRACTICE

LOCATION:	Company-wide	ARTICLE YEAR	2015
ACTIVITY:	Occupational Health	COMPANY:	Hope Construction Materials
SUB ACTIVITY:	N/A	COMPANY LOCATION:	Company wide
BEST PRACTICE No:	BP1930	COMPANY TEL:	07739 208148
COUNTRY OF ORIGIN:	United Kingdom		

TITLE	
<b>Hope health and well-being</b>	
<b>ARTICLE</b>	
<p><b>DESCRIPTION</b></p> <p>Hope Construction Materials (HCM) believes passionately that it can have a positive impact on the wellbeing of its employees and that, in turn, this will have a positive impact on its business.</p> <p>HCM's vision is to create a supportive and positive environment in which people can flourish. It developed a people's strategy to help deliver this. The strategy was split into 9 key focus areas, two of which are "wellbeing" and "giving something back".</p> <p>In 2014, a survey was undertaken with specific questions relating to wellbeing and giving something back. The survey asked colleagues to rate the following:</p> <ul style="list-style-type: none"><li>• I am comfortable with the levels of pressure/stress in my role.</li><li>• I am happy with the balance between my work life and my home life.</li><li>• I feel that Hope really cares about both my health &amp; my safety.</li><li>• I am aware of the work that Hope does to support worthy causes (e.g. charities).</li><li>• I believe Hope supports worthy causes in a way that makes me proud.</li><li>• At Hope I feel I can contribute to supporting worthy causes.</li></ul> <p>HCM's plan was to work on these areas and improve - starting with a clear focus on leadership and communication.</p> <p>Some examples of the activity undertaken are;</p> <p>The annual management conference in January</p> <ul style="list-style-type: none"><li>• Safety, health and personal wellbeing were among the main themes</li><li>• Colleagues invited to participate in two wellbeing activities such as a gym challenge, Thai Chi or massage.</li><li>• Subsequently, cascaded through the business at local team development days.</li></ul> <p>National Health &amp; Wellbeing Forum</p> <p>HCM invited volunteers from across the business, roles and geographical areas to join this forum. Its role was to meet on a quarterly basis and share ideas and promote wellbeing focused activities in which all can participate. Some examples of this great work are outlined below;</p> <p>Resilience Campaign</p> <ul style="list-style-type: none"><li>• Development of awareness/promotional material</li><li>• Workshops to build resilience and confidence for success and happiness</li></ul> <p>Giving something back</p> <ul style="list-style-type: none"><li>• Hope for Others volunteering scheme – supporting voluntary work in the community</li><li>• Supporting local charity events, charity days and bake sales</li><li>• Open days</li></ul> <p>Physical Activity</p> <ul style="list-style-type: none"><li>• Hope 10,000 steps challenge</li><li>• Cycle to work scheme and promotion</li><li>• Hope organised walks</li></ul> <p>Healthy Eating</p> <ul style="list-style-type: none"><li>• Free fruit baskets</li></ul> <p>Those participating in activities are encouraged to share their experiences either within their team or the wider organisation. See additional pdf for sample of brochure used to support volunteering.</p> <p><b>BENEFITS</b></p> <ul style="list-style-type: none"><li>• Very positive feedback from all involved</li><li>• Better work life balance being established</li><li>• Better understanding of importance of health and well being</li><li>• More engaged workforce</li><li>• Increasing levels of participation</li><li>• Enhanced quality of community engagement</li><li>• Healthier eating options available to staff</li><li>• Improving health of those engaging in activities</li></ul>	
<b>ARTICLE IMAGES</b>	

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