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Healthy Workplace



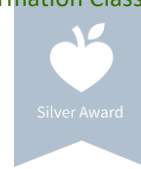
Silver Award Assessment Report Special Partnership Trust

October 2022

Lewis Jones- Head of Healthy Cornwall

www.healthycornwall.org.uk





Introduction

The Cornwall and Isles of Scilly Healthy Workplace Award is a county standard of good practice and a quality mark of health and wellbeing in the workplace.

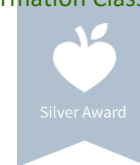
The aim of the award is to act as a toolkit to encourage employers to think about ways to improve the health and wellbeing of their employees.

The toolkit provides a step by step guide to help workplaces achieve and improve workplace health in a wide range of areas covered in all nine of the award criteria.

The award process enables workplaces to focus on the current good practice in place and assists in recognising priorities and providing solutions to addressing any highlighted issues specific to the workplace and the working population.

The award criteria is reviewed, refreshed and updated bi-annually to ensure the programme follows the latest NICE guidance, evidence based practice, local need and services.

In 2014 the Cornwall Healthy Workplace Award Programme achieved endorsement in the national Health and Wellbeing Awards, run by the Royal Society for Public Health (RSPH), this is the highest level of recognition they give and shows the quality of the programme.



Summary

Congratulations **Special Partnership Trust** on achieving **Silver** for the Cornwall & Isles of Scilly Healthy Workplace Award.

In this year's assessment you have scored well throughout all 9 areas of the award criteria achieving **83** points of **100**.

Criteria breakdown

Topic	Core	Total
1. Creating a Healthy Workplace	Core complete	9 / 10
2. Health and Safety	Core complete	All complete8
3. Recruitment, Retention and Return to Work	Core complete	16 / 18
4. Mental Wellbeing and Stress Reduction	Core complete	9 / 11
5. Musculoskeletal, including Back, Joint and Muscle Health	Core complete	3 / 5
6. Smoking, Substance and Alcohol Awareness	Core complete	9 / 9
7. Physical Activity, including Active Travel	Core complete	7 / 9
8. Healthier Eating, including Healthy Weight	Core complete	6 / 10
9. Choosing Well, including Sun Safety	Core complete	16 / 20
Totals	Core complete	83 / 100
Award level	Silver	

Assessment scoring

To ensure the process is not just a tick box exercise we carry out a Healthy Workplace visit, review evidence and interview a number of staff. All this is taken into consideration before the final level of achievement is given.

- Bronze Level 34 / 34
- ✓ **Silver Level** **34 + min 31 additional** **Achieved**
- Gold Level 65 + min 25 additional



Conclusions

Congratulations, you have achieved the Silver Healthy Workplace Award Standard

At the Healthy Workplace assessment visit there was a commitment at an organisation level to the health and wellbeing agenda and it was clear that staff health and wellbeing is becoming embedded at Special Partnership Trust.

Key successes observed and reported include:

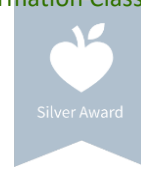
- ✓ Staff motivation and the general enjoyment that they seem to have in their roles.
- ✓ The newly re-furnished staff room with wellbeing area.
- ✓ Strong partnership that occurs across the various school sites.

Thank you for inviting me to meet with you on 23rd September at Curnow School in Redruth. A silver award on the first attempt is a real achievement and you should be proud of the work that is being done to support staff wellbeing across the trust. It was abundantly clear from when I walked in that the school was a good place to work with friendly and happy staff.

During the meeting it was evident that you had under scored yourselves through the self-assessment which is absolutely fine as this was the first submission that you have made. At the start of the meeting, you had shown enough to achieve a bronze award but through discussion and further review after the meeting this has been up graded to a silver award.

As indicated above I was impressed at the level of job satisfaction, attitude and opportunities that the staff member panel were able to demonstrate. Importantly, this included all staff across the organisation from senior school leaders to support staff, cleaners and site maintenance. All members of staff talked with passion about the support that they receive in school in relation to their workplace health and we discussed many low-level activities to enhance wellbeing such as the monthly certificates for people who have done something well and the Christmas jumper competitions.

Investment in staff wellbeing was demonstrated by the newly re-furnished staff area which looked like a lovely place to take some time away from the stresses of work with the additional section that focussed on specific wellbeing topics at the time of visit this was mental health. It was nice to hear that policies associated to work had been removed from this area which has the additional benefit of



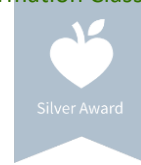
allowing staff to step away from work into an environment which they can relax in. It was also encouraging to hear that following the success of this staff area it is to be replicated at the Lower School site in Illogan.

Prior to the meeting I was slightly worried that all of the focus would be on the Curnow School site at the expense of the other schools who are part of this submission across the Special Partnership Trust. In the absence of being able to visit each site, we were lucky to be joined by a colleague virtually who was able to discuss experiences from across other trust schools. With this in mind I was assured as I could be that the strong ethos of a healthy working environment is a commitment across all schools in the trust. There is a well-established working group across the trust who are committed to improving staff wellbeing which seems to function well with each school lead taking ownership for specific areas and then learning from each other. This is an efficient method of improving wellbeing as it enables vast coverage without taking people away from their day jobs for long periods of time. It was also observed and documented that the senior leaders across the trust take staff wellbeing seriously which will make implementation of health promoting activities easier and subsequently should improve success rates.

My apologies for the delay that you experienced in booking your assessment and the hassle that you experienced from our team whilst we were re-structuring our offer, our service was not up to the standards that I would expect. You are the final organisation to go through the award process in this format, but we do have lots of things that you can still access to support wellbeing across your schools.

Thank you very much for being part of the Cornwall & Isles of Scilly Healthy Workplace Award. If you require any further information or assistance please do not hesitate to contact us on: healthy.cornwall@cornwall.gov.uk or call us via Healthy Cornwall on 01209 615600.

We look forward to continuing to work with you and seeing you support and improve the health and wellbeing of your staff. Keep up the great work.

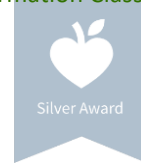


Key recommendations

- Keep doing what you are doing!
- Distribute staff questionnaire for each site and use results to develop an annual plan depending on staff wants and needs
- Sign up to the Healthy Workplace newsletter to keep up to date: <https://behealthyatwork.us9.list-manage.com/subscribe?u=2002bc4fa3214bde14fd89a49&id=d1d47eb16e>
- Contact Graham Hicks for further information regarding our Outreach NHS Health Check programme for anyone between the ages of 40-74 and health assessments for other staff: graham.hicks@cornwall.gov.uk
- Look at Healthy Cornwall offer for Stress Awareness, Making Every Contact Count and other training opportunities to continue to support staff across the trust: <https://www.healthycornwall.org.uk/training/>
- I did not realise until after the meeting that SPT has a site in Devon. Please contact our colleagues at Devon Public Health for training opportunities for staff living/working outside of Cornwall: amanda.emmett@devon.gov.uk
- Continue to meet as a wellbeing team to discuss what has been going on at different sites, share good practice, confront issues and gain feedback on initiatives. This is an excellent model to use to ensure consistency of offer across the trust and also an efficient way to improve your offer.

Confirmation required

None

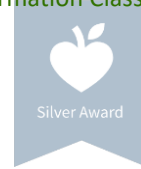


Useful website and contacts

www.behealthyatwork.org/what-we-do	Healthy Workplace, What We offer
www.healthycornwall.org.uk	Training, support, information and resources 01209 615600
www.getactivecornwall.co.uk	Active Cornwall
graham.hicks@cornwall.gov.uk	Outreach NHS Health Checks
Healthy.Cornwall@cornwall.gov.uk	Smoking cessation, healthy weight, physical activity support
JHodge@macmillan.org.uk	Macmillan Cancer Support-Partnership Manager Cornwall
www.mindfulemployer.net	Mindful Employer
www.mentalhealthatwork.org.uk	Mental Health at Work Website

Training available through Healthy Cornwall includes

- [Mental Health First Aid](#)
- [Understanding Stress, Developing Resilience & Mindfulness, Meditation and Sleep Hygiene](#)
- [Making Every Contact Count](#)
- [Applied Suicide Intervention Skills Training \(ASIST\)](#)



If you would like this information
in another format please contact:

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Email: comments@cornwall.gov.uk

Telephone: **0300 1234 100**

www.cornwall.gov.uk