



# thriving

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## WORKPLACES

**Thriving Workplaces**

Norfolk's Workplace  
Health Provider

# ABOUT US

## Our Mission

“

IS TO CREATE THRIVING WORKPLACES WITH A HEALTHY, HAPPY WORKFORCE

”

Part of the Thrive Tribe group our service was born in 2017, we are Norfolk's free healthy workplace provider. We firmly believe that a healthy workforce is a thriving workforce and we're looking for employers across the county and in a wide range of sectors who are as passionate about their employee's health as we are.



## THRIVE TRIBE VALUES



### BE EFFECTIVE

We seek to deliver high quality results by adopting evidence based methods, encouraging out of the box thinking and remaining open at all times to new and improved ways of doing things.



### BE HAPPY

Recognising the power of a smile, we promote a fun, supportive work place and relish the opportunity to engage in truly meaningful work.



### BE BIG HEARTED

Being generous doesn't just mean contributing our time and resources to improving people's lives. It's also about the simple things, such as giving one another constructive, honest feedback and taking the time to say thank you.



### BE THE CHANGE

We always try to walk the walk, understanding that taking responsibility for our own health and wellbeing impacts upon the quality of what we do and our ability to inspire and influence others.



### BE SUCCESSFUL

We love hitting targets and appreciate that we wouldn't be here if we didn't keep our eyes on our KPIs at all times. Ultimately, we want to generate growth, for us and our clients too.

# SUMMARY OF SERVICE

Thriving Workplaces is a free workplace health provider for Norfolk organisations. Our range of services include;

- Strategic Workplace Health Analysis
- Digital Diagnostic Tools
- Workplace Health Champion Training and Support
- Policy Development
- Mental Health First Aid Training
- Networking Events
- Much, much more
- Oh yes did we mention we're **FREE**

# WHY WORK WITH US

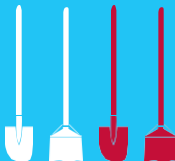
We can not only help you improve health outcomes, we can also help you set yourself apart from your competitors, improving retention and recruitment and helping you engender a happier, more productive workforce, with higher morale and better mental health. Not convinced? Here are some more reasons why you should consider working with us?

Mental health conditions are a leading cause of sickness absence in the UK



were lost to **STRESS, DEPRESSION & ANXIETY IN 2019/2020**

**EMPLOYEES FROM UNSKILLED OCCUPATIONS (52%)**



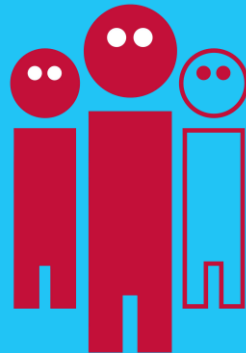
experience long - term conditions more than groups from



**PROFESSIONAL OCCUPATIONS (33%)**

# 1 IN 10

**of the working age population reported having an MSK**



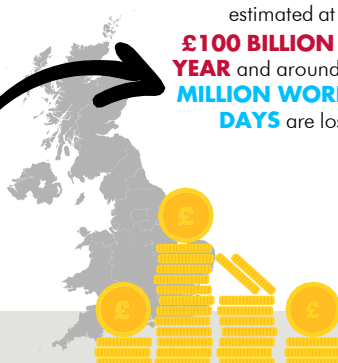
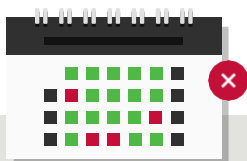
The estimated cost to UK Employers due to **MENTAL HEALTH RELATED ABSENCE IS £45 BILLION PER YEAR**

Each year, per employee **6.5 DAYS** are lost to sickness absence in the UK.

This jumps to **7.2 DAYS** for an employee who smokes and **8.2 DAYS** for an employee who is physically inactive.

In total the economic cost of sickness absence and lost productivity is estimated at

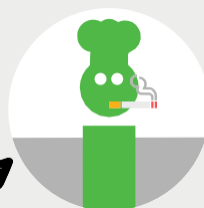
**£100 BILLION PER YEAR** and around **131 MILLION WORKING DAYS** are lost



**Presenteeism**  
(attending work while sick)  
is valued at an average  
cost to employers in the  
UK of **£29 BILLION  
PER YEAR**  
due to reduced  
productivity



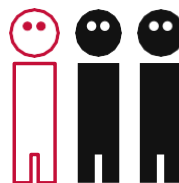
The average annual cost  
to each british business  
of each **employee  
with depression**  
is an estimated  
**£2,730 PER YEAR**



**Smoking**  
cost UK businesses an  
estimated **£4.6 BILLION  
PER YEAR** through  
increased sickness absence  
and smoking breaks!

# 1 IN 3 EMPLOYEES

**WITH A LONG-TERM HEALTH CONDITION HAVE  
NOT DISCUSSED IT WITH THEIR EMPLOYER**



Source: Public Health England



### **BUSINESS NOT ELIGIBLE OR NOT INTERESTED**

Business needs understood and  
service explained to employer

## **OUR MODEL**

Our model provides a strategic framework for you to understand and improve the health and wellbeing of your workforce and our expert staff, using digital analysis tools will support you every step of the way, whether you are starting from scratch, or wanting to enhance the good work already in place

### **CONTACT**

Advisor to workforce  
or  
Workforce enquiry

### **MEETING**

Business needs understood and  
service explained to employer

### **ANALYSIS**

Norfolk Wellbeing Gap  
Analysis, workplace  
culture tool and  
workforce health  
assessment completed

### **PLAN**

Outcomes of tools evaluated  
and meeting held to discuss  
strategy, aims, action points and  
identify workplace champion

### **DO**

6 - 12 month plan created  
and delivered with support  
from Thriving Workplaces

### **RE-EVALUATE**

Workplace Wellbeing Gap Analysis,  
workplace culture tool and staff  
health assessment recompleted.

# WHO WE'RE WORKING WITH



Serious about your fishing



## TESTIMONIAL



We have been extremely impressed with the level of knowledge, professionalism and expertise the Thriving Workplaces employees have and the help and support they have provided us with as an organisation has been invaluable to us.

**Rick Stefanetti**, Sinclair International

# OUR WORKPLACE WELLBEING GAP ANALYSIS

Based on the nationally recognised 'Workplace Wellbeing Charter' developed by Public Health England, we use a slimmer version to give structure and a comprehensive framework to workplace health initiatives.

## THERE ARE EIGHT STANDARDS COVERING

- Leadership
- Attendance Management
- Mental Health and Wellbeing
- Smoking Related Ill Health
- Physical Activity
- Alcohol and Substance Misuse
- Healthy Eating
- Workplace Culture

**Confidential  
workforce  
health  
assessment**

## OUR ANALYSIS

We believe that effective plans are based on workplace health evidence combined with what matters to your organisation. That way you can prioritise and tailor your efforts and meet your business needs.

The image shows two smartphones displaying the Workplace Wellbeing Gap Analysis app. The left phone is at question 26, 'What do you do at xxxxx? \*', with a list of occupations: Manager (selected), Professional occupation, Practitioner, Technical occupation, Administrative or Secretarial occupation, Skilled Trade, Care, Leisure or other service occupation, Sales or Customer Service, Machine Operative or Driver, and Manual work. The right phone is at question 25, 'How many hours do you work a week? \*', with a text input field containing '60' and buttons for 'OK' and 'press ENTER'. Below this is question 27, 'Do you work shifts? \*', with 'Yes' and 'No' radio buttons. Further down, it asks 'What's your ethnicity? \*' with 'White British' selected, and 'How tall are you? \*' with a measurement input field.



## OUR WORKFORCE HEALTH ASSESSMENT

We have designed a very user friendly, digital, workforce health assessment that confidentially assesses aspects of individual physical and mental health, as well as perceptions of organisational culture and environment. This assessment generates a confidential, individual report for each employee, as well as an organisational report that will inform health and wellbeing plans.

**User friendly**



**Gives each organisation a summary report**



## CULTURAL DIAGNOSTIC TOOL

We believe organisational culture has a significant influence over the health and wellbeing of its employees. In partnership with Disruptive HR, we have developed a user friendly digital tool which challenges management thinking and gives each organisation a summary report. The cultural characteristics being assessed are;

- Employee relationship (ie adult to adult, or adult to child)
- Employees as consumers
- Employees as human beings
- The cultural attitude towards health and wellbeing

### ADULT

Our people policies are very detailed and specific



Our people policies allow for our employees to use their judgement

# GET ACCESS TO



**WORKPLACE  
DIAGNOSTIC  
SERVICE**



**TAILOR-MADE  
WORKPLACE  
TOOLKITS**



**WORKPLACE  
WELLBEING  
CHARTER  
GUIDANCE**



**STRATEGIC VISIONING  
AND PLANNING**



**SUPPORT WRITING  
YOUR WELLBEING  
STRATEGY**



**MENTAL HEALTH  
FIRST AID  
TRAINING**



**WORKPLACE HEALTH  
CHAMPION TRAINING**



**POLICY  
DEVELOPMENT**



A great team, genuinely interested in our organisation and what we want to achieve. They are keen to listen and take on board any ideas and suggestions. They have got some useful products and lots of enthusiasm.

**Dee Young**, Broadland District Council

# MENTAL HEALTH FIRST AID

## Less than half

of employees said they would feel able to talk openly with their line manager if they were living with stress.



A **quarter** of people consider resigning due to stress

## HOW CAN WE HELP?

- We can help your organisation put workplace mental health on the agenda, help set a clear strategy and promote improvements
- We can provide advice and support with mental health risk assessments, policy writing and implementation in your workplace
- And most importantly, we can provide Mental Health First Aid training

## WHY MENTAL HEALTH FIRST AID?

- Give your people the tools to keep themselves and their colleagues healthy
- Encourage them to access support when it's needed, for a faster recovery
- Empower people with a long term mental health issue or disability to thrive in work
- Stop preventable health issues arising by building a supportive culture around mental health
- Embed positive, long term cultural change across your organisation through robust policy



**MHFA England**

Poor employee mental health is one of the most common problems in workplaces today, and growing research shows the importance of good mental health and wellbeing on our motivation and performance at work. Workplace mental health can include everything from stress and anxiety, to more complex conditions such as depression and obsessive compulsive disorder. A lot of people still find mental health difficult to talk about and organisations may see it as a 'taboo' subject. If this sounds familiar, get in touch with us to see how we can support your organisation.

The training was incredibly informative, with sensitive topics handled brilliantly. I would recommend all workplaces have a MHFA & I would definitely commend Thriving Workplaces for their training and support - fantastic work.

**CHLOE RAMSDEN**

# OUR TEAM

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Commissioned by



**Norfolk** County Council