



SPORTS AND ACTIVITY CHALLENGES AT CALDERSTONES

Calderstones Partnership NHS Foundation Trust is committed to helping its staff maintain their health and wellbeing, both in work and in their personal lives. One of the ways in which this is achieved is by providing activities for staff to get involved with, and also by informing them of, a variety of methods that can improve their fitness.

An Engagement and Wellbeing strategy was devised in 2011 which addresses raising the health and wellbeing of staff. An action plan complements the strategy which is based on the five pledges from the NHS Constitution. Through this strategy, a committee group meet quarterly to share ideas promoting the physical activity events available.

WHAT HAS BEEN ACHIEVED?

An eWIN case study will soon be published, which will give further details around the outcomes of this Engagement and Wellbeing strategy. However, as a quick overview the Trust has:

- Increased on-site gym membership by over 30 people since January 2012 (bringing membership up to 140 members in total).
- Submitted three teams to take part in the NHS North West Games in September 2011 – the football team won bronze, netball came 4th and badminton did well too! Planning is underway for 2012.
- Increased uptake of the staff flu vaccine
- Increased staff engagement by bringing together different departments who normally wouldn't mix. eg. NHS Games teams are made up of staff from different departments.
- Reduced sickness absence/staff turnover
- Helped staff to feel that their employer cares about their wellbeing and invests in activities that they may be interested in.





OVERVIEW



WHAT ACTIVITIES ARE ON OFFER?

To begin with Calderstones promoted activities that were already available to staff, such as the on-site staff gym and Bike to Work scheme. It then researched companies who could provide a discount or service to staff which included DW Gyms for those staff who didn't work on-site, Blackpool Sandcastle and England Golf.

The Trust also participated in the NHS North West Corporate Games last September and will be doing so again this year. Funding for participation in the North West Games comes from the Trust in order to continue promoting physical activity. It is also preparing to hold its own Calderstones Games in September 2012, to tie in with celebrating the Olympic Games, where both staff and service users will participate together to increase physical fitness whilst having fun and increasing engagement.

Calderstones is committed to the health and wellbeing of its staff through a broad range of activities, such as:

- On-site staff gym for 24/7 access at £10 a month – membership fees are spent on servicing and updating the gym equipment.
- Complementary therapies offered on-site to staff for less than half the price of the high street beauty salons (staff can attend during lunch break or at the end of the day)
- Bike to Work scheme, and bikes on loan during breaks for no charge
- Planned walks in the area during breaks
- Access to counselling/CBT by referral through occupational health, as well as stress audit tools
- Promoting health schemes such as Change4life and No Smoking Day
- Encouraging staff to take part in; Walk to Work week, Swim to Work. Sports Relief and golf taster sessions.



COMMUNICATION

All of these activities have been communicated to staff via regular global emails, intranet messages, team brief articles and posters. The Engagement and Wellbeing Committee Group also meet quarterly to review initiatives in place and seek feedback from staff to find out what is working and what is missing.

The committee is currently analysing the results from a survey, which was sent to staff asking them about their health and wellbeing and the activities available at Calderstones. From this, it can begin to look at what staff would like Calderstones to offer and if this is feasible.

FURTHER LINKS

[Engagement & Wellbeing Strategy](#)



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