



Wellness at Cornish Mutual

How we meet the physical, social, emotional, and financial wellbeing needs of our employees.



The History of our Approach to Wellbeing

- Supported by our local council we achieved silver in 2019 and gold in 2020 as a Healthy Workplace.
- Achieving “Gold” involved meeting certain criteria across 9 sections including mental wellbeing, recruitment, retention and return to work, smoking, substance and alcohol awareness and physical activity etc.
- In 2022, the Healthy Workplace Initiative was no longer offered by the local council, so we needed a fresh approach. The team decided to use this as an opportunity to look at ideas to support employees through a working group called the Wellness Warriors.

Wellness is Built into the Fabric of What we Offer



35 hour working week



1 hour lunch break



Private healthcare



Employee Assistance Programme



Hybrid working – to support work life balance



Relaxation areas – kitchens, complementary drinks and fruit, lounge areas for relaxation and a ping pong table.



Mental Health First Aid training for Team Leaders across the organisation



A paid day of volunteering once per year i.e. tree planting, supporting the farm and country event



Our Wellbeing Strategy

The Wellbeing Strategy aims to:

Ensure that we are investing appropriately in our employees, in the right places, to keep them healthy, thriving, and productive.

Address employees' needs throughout their life milestones i.e., becoming a parent, having caring responsibilities, reaching older age and dealing with the potential impact on physical health, challenging financial times and the impact on mental health.

Equip managers with the knowledge and skills to effectively manage and assist any team members needing support – ensuring that all their team members are seen, heard and developed.

Prioritise the voice of employees in the performance management process to accelerate successful outcomes and engagement.

How do we Address Employee Wellbeing?

- We offer wellbeing activities to meet the physical, social, emotional, and financial wellbeing needs of our employees.



What We Do

Emotional

- Self-regulation Workshop – managing our mental health, tailor made for us. Focus on self-regulation, tools for emotional regulation and managing stress and anxiety.
- Food and Mood Online Workshop
- Signposting opportunities for self-guided learning, for example, e-learning from the Chartered Insurance Institute (CII) covering mental health topics.
- Mindfulness, Meditation and Sleep Hygiene Workshop.

Physical

- Over 40's Health Checks
- Under 40's Health Assessments
- Dry January support
- Charity walks and runs
- Menopause Café
- Menopause in the Workplace workshop (open to all)

What We Do

Social

After work gathering at a local bar (which also offers 10% discount and a range of non-alcoholic drinks)

Lunchtime walks

Reading Club

Knitting Club

‘Food Fuddles’ attached to business meetings at our Devon office – to support our colleagues who work remotely

Financial

Financial Wellbeing Workshops



How it Works in Reality

Communication

Participation

Continuous learning

Measuring our Success

