



**THE  
POPPY  
FACTORY**

getting you back to work

## **Wellbeing on a budget**

**Charlotte Dymock**

HR Business Partner

The Poppy Factory

## **Wellbeing on a Budget:** What is wellbeing?

---



**THE  
POPPY  
FACTORY**

getting you back to work

fruit baskets and yoga classes.



**THE  
POPPY  
FACTORY**  
getting you back to work

## **Wellbeing as Culture Change: What is wellbeing?**

---

Wellbeing is more than just fruit baskets and yoga classes.

**Wellbeing is about  
*organisational culture***

- + it's about the way we work
- + it's about genuine support
- + it's about buy-in at all levels
- + it's about more than just HR

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**  
getting you back to work

## **Our Key Challenges**

Health conditions & disabilities

Ageing employee population

Diverse staff groups

Remote Roles

Unskilled roles

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

## **Our Values**

- + Developed with input from all staff
- + Data driven
- + Led by a staff working group
- + Focused on behaviours, not outcomes

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

Adaptability

Collaboration

Empowerment

Sense of Purpose

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

## **Adaptability**

Collaboration

Empowerment

Sense of Purpose

+ resilient to change & challenges

+ equipped with tools to manage stress

+ able to manage own mental health

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

Adaptability

**Collaboration**

Empowerment

Sense of Purpose

+ facilitate social connections

+ enable relationship-building

+ promote effective communication



# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

Adaptability

Collaboration

**Empowerment**

Sense of Purpose

+ encourage ownership of general wellbeing

+ signposting & guidance approach

+ provide education & coaching

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

Adaptability

Collaboration

Empowerment

**Sense of Purpose**

+ meaningful, challenging work

+ recognition & reward

+ professional development

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

**Our Wellbeing Budget**

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

**Our Wellbeing Budget**

**£0.00**

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

## Strategic Priorities

- + positive culture & environment
- + mental health & resilience
- + social wellbeing
- + financial wellness

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

## Culture & Environment

- + embed values
- + positive reinforcement through recognition
- + create a feedback culture
- + build wellbeing into HR policy

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

## Mental health & resilience

- + Mental Health First Aid training
- + personal resilience workshops
- + promote Employee Assistance Programme

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

*getting you back to work*

## Social wellbeing

- + bring diverse employee groups together
- + create informal networks and connections
- + staff BBQs and outings



# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

## Financial wellbeing

- + workshops on money management
- + employee discount benefit scheme
- + signpost to free advice & support

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

## Measuring success

### Staff survey data

- + Questions around individual wellbeing
- + Perceived management support for wellbeing
- + Overall job satisfaction

## Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

putting you back to work

### Measuring Success

- + **84%** of staff feel that their manager cares how satisfied they are in their job
- + **76%** believe The Poppy Factory cares about their wellbeing
- + **71%** say they are supported to manage their own mental health
- + **82%** feel supported by their manager
- + **92%** feel their manager is open to feedback
- + **100%** feel capable and effective in their work

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

## Measuring Success

+ “The organisation has been exceptional at supporting ill health and mental wellbeing in my experience”

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

## Measuring Success

- + "The organisation has been exceptional at supporting ill health and mental wellbeing in my experience"
- + "The Poppy Factory provides a supportive environment and managers are alert to the needs of a diverse staff team"

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**  
getting you back to work

## Measuring Success

- + "The organisation has been exceptional at supporting ill health and mental wellbeing in my experience"
- + "The Poppy Factory provides a supportive environment and managers are alert to the needs of a diverse staff team"
- + "I certainly feel if I had any health issues I could have an honest discussion with my line manager"

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

*getting you back to work*

## Measuring Success

- + "The organisation has been exceptional at supporting ill health and mental wellbeing in my experience"
- + "The Poppy Factory provides a supportive environment and managers are alert to the needs of a diverse staff team"
- + "I certainly feel if I had any health issues I could have an honest discussion with my line manager"
- + "Sort the canteen out, the food is awful"

# Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

## Key takeaways

- + Make it relevant to organisational context
- + *Don't think big.* Think small, tailored, ongoing
- + Involve staff at all levels, at every stage



## Wellbeing as Culture Change

---



**THE  
POPPY  
FACTORY**

getting you back to work

Thank you!