

# Growing healthier, happier workplaces

The Thrive at Work Wellbeing Programme aims to encourage and empower employers to take an active role in supporting their employee's wellbeing.

# What is Thrive at work?

Thrive at Work is a workplace commitment with criteria and guidelines to help create a workplace that promotes employee health and wellbeing.

It focuses on key organisational areas like health and safety and manager training, as well as mental health, musculoskeletal and physical health and promoting healthy lifestyles.

The commitment provides a structured approach to workplace health and wellbeing. It includes a holistic framework to support implementation and intervention by making it easier to raise awareness and take action to improve employee health and wellbeing and boost productivity and profitability.

A toolkit is available, steering your organisation to local and national resources, policies and services to help you put the commitment into practice.

# Why is it important

## Why is this important?

A growing number of employers are already adopting measures aimed at promoting health and wellbeing among their employees. They recognise that the workplace can be used to promote or reinforce healthier working practices and lifestyle choices. They also know that they can influence several aspects of their employees' physical and psychological wellbeing, helping to boost productivity, commitment and attendance levels.



**Happier Workforce**



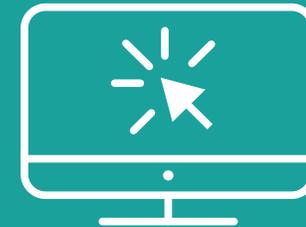
**More Productive Workforce**



**Healthier Workforce**



*When we invest in keeping our team healthy, not only do they thrive, but their productivity soars, they have better engagement, and their happiness is elevated; everyone wins*



In the West Midlands the cost of presenteeism (attending work while ill) is estimated to be £1bn per year

# Thrive

*Evidence suggests that organisations can see a **financial** benefit from investing in employee health and wellbeing through reduced sickness absence, staff turnover, and improved productivity and job satisfaction*

**4.159 MILLION**  
estimated  
working days  
lost for mental  
health  
reasons



**6.9** average  
sick days someone  
takes in our region -  
around 40% could  
relate to a mental  
health problem

**JUST OVER  
£0.5 BILLION**  
= cost of mental  
health related  
sickness absence  
per year



**AROUND £1.7  
BILLION**  
= cost of lost output  
and productivity by  
employers in  
our region



**70,000 PEOPLE**  
cannot work due  
to mental health  
problems  
in the  
region



# Commitment Themes



# Self Assessment

12



**Organisation  
Self-Assessment**

# Example assessment questions



## Theme 1

## Enablers of Health

### Board level engagement

Ref No	What you need to do	Fully met	Part met	Not met
BL1	Undertake a health and wellbeing needs assessment to decide on health and wellbeing priorities in the workplace and develop an action plan to address these.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
BL2	Develop a health and wellbeing policy/plan/commitment statement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
BL3	Establish a health and wellbeing champion/steering group.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
BL4	Ensure you have efficient ways to consult, communicate and cascade issues to employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Health and wellbeing lead

Ref No	What you need to do	Fully met	Part met	Not met
HW1	Calculate baseline metrics for your organisation, to work out the costs of employees' health to the organisation. This will help build the business case for taking action and evaluate your progress.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HW2	Empower the health and wellbeing champion/steering group to work effectively in the organisation and influence health and wellbeing priorities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HW3	Support and implement activities for four health and wellbeing campaigns annually.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HW4	Ensure that all staff are equally able to take part in health and wellbeing activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

# What you need to do



Theme 1

## Enablers of Health Bronze Level

### Board level engagement

Ref no: BL 1

#### What you need to do

Undertake a health and wellbeing needs assessment to decide on health and wellbeing priorities in the workplace and develop an action plan to address these.

#### Why this is important for you

Positive health and wellbeing in the workplace helps to create a more productive workforce with fewer absences.

Conducting a health and wellbeing needs assessment will help your organisation identify key areas to target in order to successfully promote health and wellbeing in the workplace and see the benefits described above.

#### How you can achieve this

Undertake a staff health needs assessment/survey to find out staff needs as well as those of your organisation. This should include all the lifestyle topic criteria including mental and musculoskeletal (MSK) health to identify risks and problems. It is useful to include a section for managers to complete on the line managers' criteria.

The data from the survey should be cross referenced with your staff absence statistics (see AM1/AM2) and used to inform your health and wellbeing priorities/action plan.

Your health and wellbeing action plan should demonstrate a planned approach to improving the health and wellbeing of your employees.

#### How you can show you have achieved this

- Action plan with target activities/interventions planned.
- Staff survey results reported to senior managers. Minutes of meetings where discussed.
- Sickness absence statistics.
- Health needs assessment survey results.



# Sign up today



[www.wmca.org.uk/thriveatwork](http://www.wmca.org.uk/thriveatwork)

Sign up now for the Thrive at Work Workplace  
Wellbeing Awards

*Free toolkit, accreditation &  
awards*

Contact Jenny Duggan

Tel: 02476 976426

Email

[jenny.duggan@coventry.gov.uk](mailto:jenny.duggan@coventry.gov.uk)

  
**thrive**  
at work

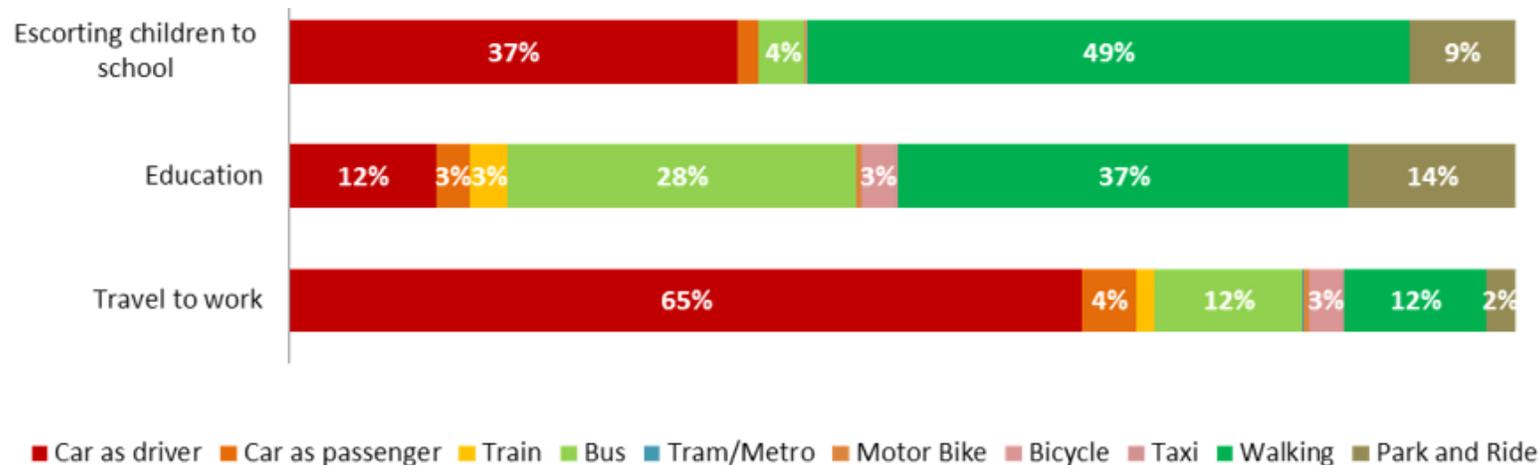
# Active travel plans

David Pipe

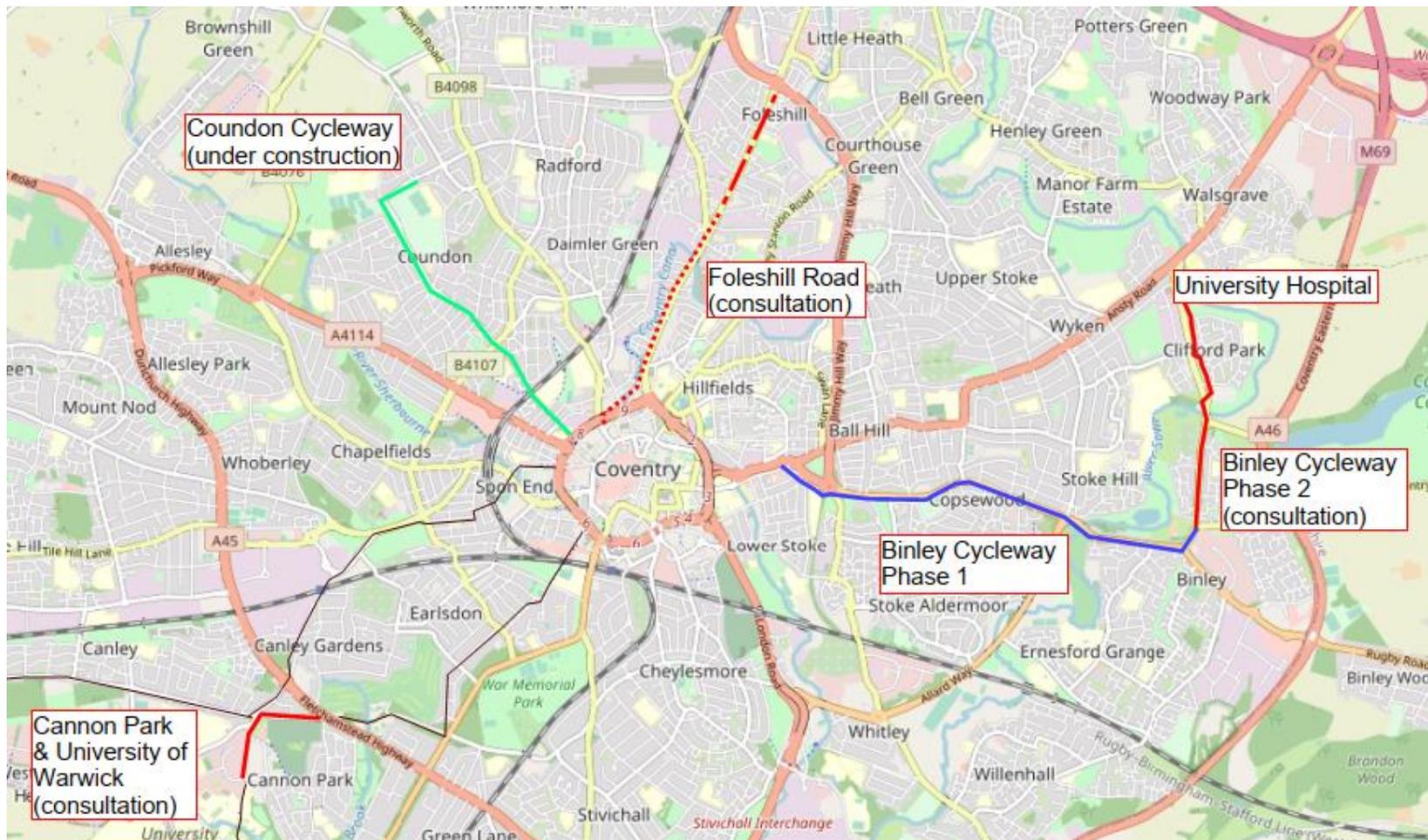
Senior Officer, Transport Strategy

# Active travel – context

- Only a small proportion of trips are made by walking and cycling
- Surveys suggest that this has increased during the pandemic
- The biggest obstacle to a sustained increase is a lack of safe infrastructure, particularly for cycling



# Active travel – current schemes



# Active travel – current schemes

Scheme(s)	Current status	Expected completion date
Coundon	Under construction	Mostly by August 2021 Final section Spring 2022
Foleshill Rd Cannon Park/UoW	Consultations to begin shortly	March 2022 (subject to consultation outcomes)
Binley phase 1	Consultation complete Detailed design underway Construction to begin Summer 2021	2022
Binley phase 2	Consultation currently underway	Section around University Hospital by March 2022 Remainder of scheme TBC (both subject to consultation outcomes)

# Other active travel measures

TfWM leading on several other schemes:

- E-scooters - trial ongoing at University of Warwick campus
- Bike hire scheme – launching later this year
- Support for organisations and businesses - includes free cycle parking, cycle training, help with travel planning

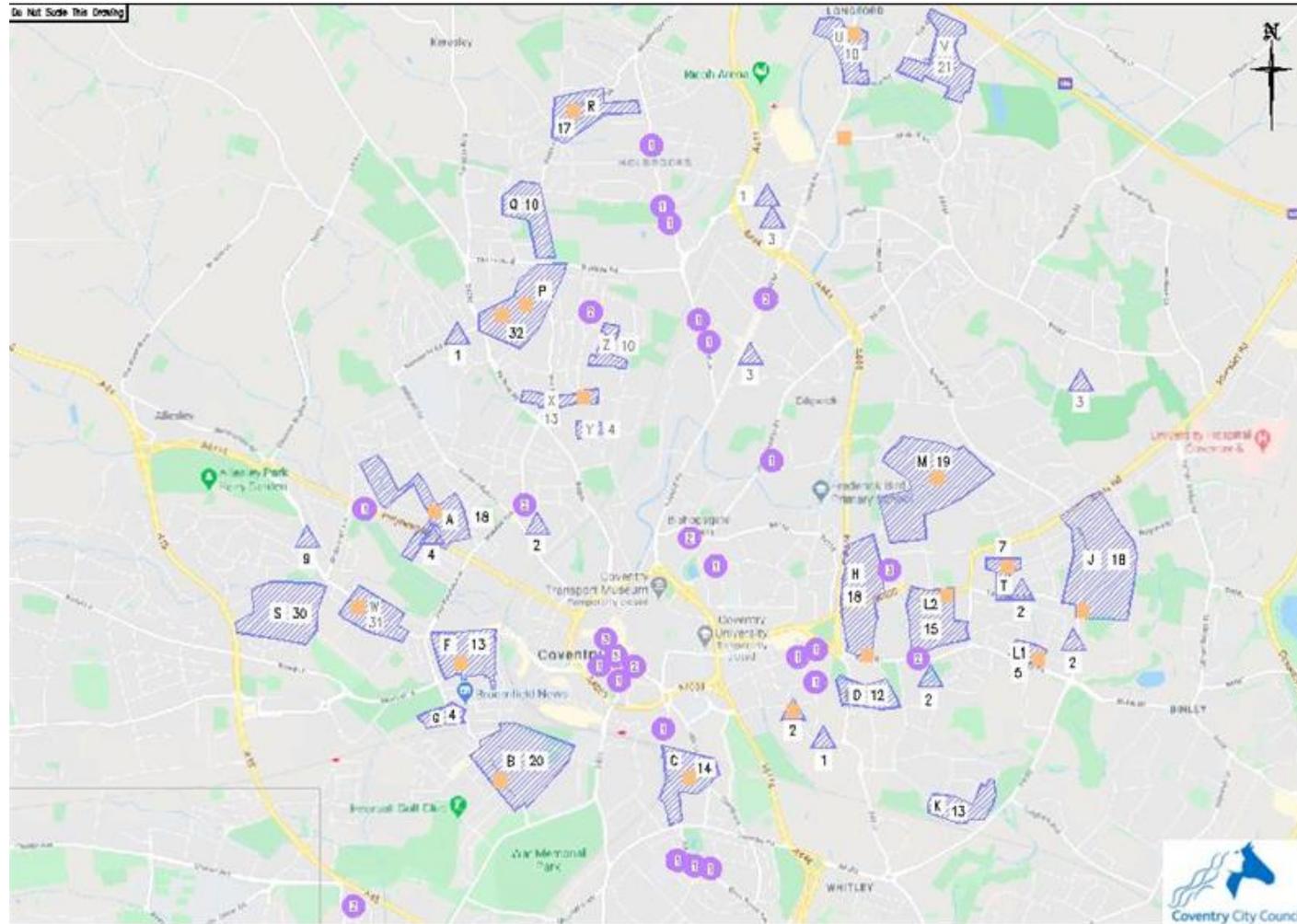


# Electric vehicles update

- 10 electric buses operational since August
- One of two cities piloting all-electric bus fleets – by 2025
- Further EV charge points for public use being installed – total of 468 by end of March
- ‘Try Before you Buy’ EV scheme for businesses – collecting expressions of interest now



# Public EV charge points



# Further information

## **Cycleway consultations**

Binley phase 2 live now. Foleshill Road and Cannon Park to follow

<https://letstalk.coventry.gov.uk/telluswhatyouthink>

## **‘Try Before you Buy’ EV scheme**

[www.coventry.gov.uk/electricfleet](http://www.coventry.gov.uk/electricfleet)

## **TfWM further support for businesses**

Details to follow

# COVENTRY & WARWICKSHIRE GREEN BUSINESS PROGRAMME

MIDLANDS  
ENGINE

European Union

European Regional  
Development Fund

## What is it?

- A support funded programme for SMEs and organisations in Coventry and Warwickshire to help business become more energy/resource efficient and make the most low carbon opportunities

## Who?

- All small to medium size businesses (SMEs) in Coventry and Warwickshire
  - Employ fewer than 250 employees
  - Have an annual turnover of not exceeding €50 million and/or an annual balance sheet not exceeding €43million
  - Have at least 50% of sales through business to business



# COVENTRY & WARWICKSHIRE GREEN BUSINESS PROGRAMME

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## Energy/Resource Efficiency Grants

- Capital grants to improve energy/resource efficiency (Min £1K up to £50k)
- Grants of 40%
- Must save at least 1 tonne CO<sub>2</sub>e per £1000 grant
- What can be supported?
  - Measures that save carbon
  - Typical measures include lighting - LED, heating, energy efficient equipment, transformers, power factor correction, renewable technologies, ventilation, refrigeration, recycling and waste - compactors, balers and crushers



# COVENTRY & WARWICKSHIRE GREEN BUSINESS PROGRAMME

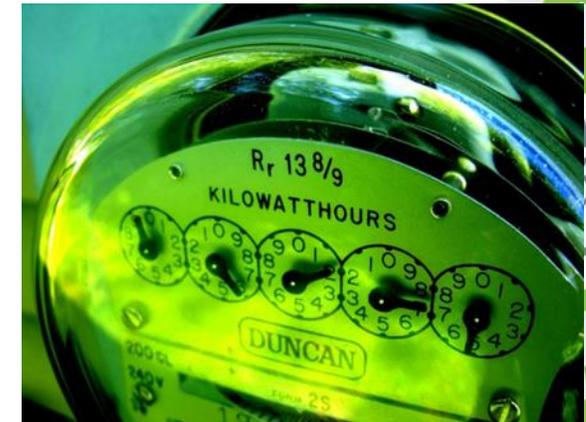
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## Energy/Resource Efficiency Audits

Identify potential energy/resource efficiency measures

- Audit looks at: Building fabric, energy bills, heating, lighting, equipment, process, water, waste, behavioural
- Includes estimated capital costs, energy savings & payback periods – used to provide a business case
- Energy/resource efficiency report



# COVENTRY & WARWICKSHIRE GREEN BUSINESS PROGRAMME

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## REMOTE ENERGY AUDITS

COVENTRY & WARWICKSHIRE  
GREEN BUSINESS  
NETWORK

As lots of businesses continue to work and communicate online during COVID-19, the Green Business Programme team are now adapting to new ways of working through remote energy audits. You can either send us photos or a video of the types of items listed below.

### Lighting and electrical

Lightbulbs (walls, inset, ceiling)

Ceiling tubes (fluorescent tubes)

### Heating and insulation

Boiler(s)

Electric/oil/gas heaters

Timers (if applicable)

Air Con Units (if applicable)

## UK SME Statistics

5.9

Million Business\*

99.9%

of business population\*

# ZERO

Legally bound to declare emissions  
(under £36 million turnover)

51%

UK Economy\*

65%

UK Emissions\*

## Remote Energy Audits

As lots of businesses in our region continue to work & communicate online, we adapted

- Energy advisor can work with your business remotely via online Teams – send us bills/photos/videos
- Download our handy guide on how a remote energy audit can work for you
- <https://bit.ly/cwremaudit>



# COVENTRY & WARWICKSHIRE GREEN BUSINESS PROGRAMME

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## Our Highlights

Helping businesses to reduce their impact on the environment through funding for energy efficiency and renewable energy powered solutions

- We have assisted **112** businesses during Phase 2 of the programme to date
- Saving **1,200 tonnes** of CO2 emissions per year
- Allocated **£1.39 million** in grant funding to support these businesses during Phase 2 to date
- New jobs have been created
- **1,400** organisations have joined the Green Business Network



# COVENTRY & WARWICKSHIRE GREEN BUSINESS PROGRAMME

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European Union  
European Regional  
Development Fund

## Green Business Network

Membership is free and offers a range of benefits:

- Events and workshops
- Monthly newsletter – news, events new legislation, case studies
- Membership certificate
- Expert advice
- Enhance green credentials to secure new business
- Networking and supply chain opportunities (Inclusion in Green Business Directory)
- Currently have 1400 other organisations you can network with
- Signposting to other grants
  - ▶ Business Support
  - ▶ Innovation
  - ▶ Skills 4 Growth

COVENTRY &  
WARWICKSHIRE  
GREEN  
BUSINESS  
NETWORK



# COVENTRY & WARWICKSHIRE GREEN BUSINESS PROGRAMME



**European Union**  
European Regional  
Development Fund

**MIDLANDS  
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## Coventry University and Coventry University Enterprises – Delivery Partner

### Funds for services and consultancy

Revenue Grants up to £10k (40% intervention) to support the development of low carbon products and services, supporting activities including:

- Intellectual Property Protection
- Supporting new businesses to progress their innovations
- Licensing
- Prototype design and manufacture
- Product Testing
- Accreditations and Certifications

### Examples of grants awarded:

- Prototype design and manufacture for hydrogen fuel cell vehicle
- Software application development for an App to enable carbon reduction by promoting car sharing



# COVENTRY & WARWICKSHIRE GREEN BUSINESS PROGRAMME



**European Union**  
European Regional  
Development Fund

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## Coventry University and Coventry University Enterprises – Delivery Partner

### Funds capital expenditure

Capital Grants up to £20k (40% intervention), supporting activities including:

- Equipment to manufacture new Low Carbon products
- Equipment to support introduction of new Green services including recycling and waste processing

Free expert 1-to-1 advice and workshops on a range of sustainable building techniques and technologies

- Passivhaus design and principals
- Sustainable refurbishment and energy efficiency strategies
- Building Information Modelling (BIM)



## What we do

- Confidential environmental management assistance
- Provide bespoke registers of environmental and health and safety legislation
- Confidential site specific environmental legislation compliance audits
- Support clients with their environmental management systems to maintain ISO14001:2015

**T: 02476 972060**

**E: [businesssustain@coventry.gov.uk](mailto:businesssustain@coventry.gov.uk)**

**<https://www.coventry.gov.uk/businesssustain>**

# Climate Change Strategy

- The Council are currently in development of a new Climate Change Strategy. This will be a more ambitious and inclusive climate change strategy, which works for the whole City
- The Climate Change Strategy will be based on the 17 Sustainable Development Goals (SDGs)
- The City Council intends to establish an independent Commission of stakeholders to mobilise businesses, communities and voluntary organisations across the City into developing a new Citywide Climate Change and Sustainability Strategy and Action Plan



# CLIMATE CHANGE & SUSTAINABILITY ACHIEVEMENTS IN 2020



## NEW ONLINE OFFERING

- GBP launched remote energy and resource efficiency audits
- Business Sustain developed online environmental register



## EXTENSION

Extension to Green Business Programme until June 2023 to deliver an additional 143 business-assists and £1.04 million grant funding.

APRIL

MARCH

APRIL



## KEEPING COVENTRY WARM

All Affordable Warmth money allocated, supporting 45 properties

## LAUNCHED

Business Sustain launched remote environmental compliance and internal audits

## YEAR LONG FOCUS

Have supported businesses during COVID-19 to access grant funding through various streams

## WEBINARS

Launch of GreenTalk LIVE webinars. Series of 8 webinars with an average of 60 people per event

MAY



OCTOBER

## RESO

Research and analysis of Regional Energy System Operator

## CDP A- SCORE

Coventry demonstrates best practice standards across climate adaptation and mitigation

NOVEMBER



## IEMA

First city council to become a corporate member of Institute of Environmental Management and Assessment

DECEMBER

IEMA Transforming the world to sustainability

DECEMBER

## GREEN BUSINESS SUPPORT

Phase 2 of the GBP by end of 2020 has:

- Assisted 112 businesses
- Saved 1,200 tonnes carbon per year
- Allocated £1.39m to 86 companies
- Subscribed 1,400 organisations to the Green Business Network

# CLIMATE CHANGE & SUSTAINABILITY 2021 – WHAT'S NEXT



## SUSTAINABLE CITY

Setting up an independent 'Sustainable Development Commission' to address the major challenges of climate change and loss of biodiversity

CLIMATE COMMISSION



## BUSINESS SUSTAIN

Migrating 170 current environmental and health & safety registers to the online portal. Portal will be launched in June for new clients

LAUNCH OF ONLINE PORTAL



## CLIMATE VIEW

We have subscribed to Climate View software to help us plan, understand, and visualize the shifts necessary to address the urgent climate crisis

CLIMATE GOALS



## NEW OPPORTUNITIES

We will continue to bid for funding to support the sustainability agenda

FUNDING STREAMS

CLIMATE CHANGE STRATEGY

## DELIVERING A SUSTAINABLE FUTURE

Development of a new climate change strategy engaging with key stakeholders. The strategy will be at the forefront of low carbon innovation to benefit the local economy

PARTNERSHIP

## NET ZERO JOURNEY

Development of partnerships in delivering a major step change in energy infrastructure for the city

INCREASE ONLINE OFFER

GREENTALK LIVE

A new series of webinars are being planned for 2021

DECARBONISING ENERGY

## REGIONAL ENERGY SYSTEM OPERATOR

Final design of West Midlands RESO project which will look at new energy system including low carbon energy generation, storage and management

# Reducing our emissions across the City



Very Light Rail

260 charge points have been installed, with further 208 by March 2021



Heatline – energy shipped from waste plant via 6.6km pipelines to major City Centre buildings



plug In Coventry

### Electric vehicle charging for Coventry's businesses.

Make EV a part of your business' future.

Any location can be transformed into an electric vehicle charging destination – join the Plug In Coventry network now and attract EV drivers with our industry leading charging experience.

Join the network

eo Coventry City Council Stratford Energy Hub



'Try before you buy' – electric fleet

Electric Bus City



# Home of the National Vehicle Battery Testing Centre



# REMOTE ENERGY AUDITS

As lots of businesses continue to work remotely, the Programme team are now adapting to use photos or a video of the types of items

- Lighting and electrical
- Lightbulbs (walls, inset, ceiling)
- Ceiling tubes (fluorescent tubes)

Adapted to new ways of working

Electric/oil/gas heaters

# COVENTRY & WARWICKSHIRE GREEN BUSINESS NETWORK

The Green Business audits. You can either send

(if applicable)

Units (if applicable)

Digital transformation for environmental management e.g. air quality

# Changes



Active Travel Plans – changing transport behaviour

Partnership working in a new way

Creating green spaces in our City



Opportunity to change the way people use our City in the future - places for people not cars



# Opportunities

Green Funding Opportunities



Addressing fuel & food poverty



# Effecting Change



# COVENTRY & WARWICKSHIRE GREEN BUSINESS PROGRAMME

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## Green Business Programme

### Contact us

Telephone: 024 7697 2046

Email: [GreenBusiness@coventry.gov.uk](mailto:GreenBusiness@coventry.gov.uk)

Website: [www.coventry.gov.uk/greenbusiness](http://www.coventry.gov.uk/greenbusiness)

Twitter: [@cwgreenbusiness](https://twitter.com/cwgreenbusiness)

Join our LinkedIn group

