

The Two Rivers Housing Health and Wellbeing Commitment

Your health and wellbeing is important to us – whether you are at work or at home. We aim to create a supportive culture and environment so that you enjoy your work and know we will do our best to look after you.

These are some of the things you may benefit from:

- *Wellbeing days* offer fun activities such as cycling, healthy eating and yoga, plus advice on healthy lifestyles.
- Your *Cash Health Plan* contributes towards the cost of services, including dental, optical, physiotherapy, health screening and diagnostic consultations.
- Our *Employee Assistance Programme* provides advice on health-related issues such as stress, personal development and giving up smoking. Face-to-face counselling is also available.
- A comfortable, modern, bright and flexible *office* working environment.
- *Surveys and assessments*, including the Top 100 Best Companies, allow you to comment on how well we are performing and suggest areas to improve.
- Leadership team activities *develop the skills of managers*, helping them to support their colleagues.
- Health and wellbeing is discussed at *individual and team meetings*.
- *Health and safety* information includes tips on managing back pain, good posture and office exercise.
- *Training*, eg stress awareness, managing finances, manual handling and lone working.
- *Independent accreditations*, such as IIP and RoSPA, help us to measure how well we are doing and where we can strengthen our work.
- *Policies and procedures* promote and manage health and wellbeing at work.