

NATIONAL ARMY MUSEUM

About: The National Army Museum is a leading authority on the British Army and its impact on society past and present. They examine the army's role as protector, aggressor and peacekeeper from the British Civil Wars to the modern day.

Number of employees: 73 + 41 volunteers, and growing

Main co-ordinator for London Healthy Workplace Charter: Senior HR Officer

Timeline

April 2016 Registered interest on GLA website	June 2016 Initial meeting 	Aug 2016 Support meeting 	Sept 2016 Application review via email	Nov 2016 'Commitment' accreditation awarded 	Aug 2017 HR Officer attended mental health training 	Nov 2017 Hosted mental health training for managers 
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What made you decide to pursue Healthy Workplace Charter accreditation?

What has been the most valuable aspect of the Healthy Workplace Charter process?

It was valuable to pull together the streams of what we do for employee wellbeing – and to have guidance to do so. The Healthy Workplace Charter gave us an umbrella under which to look at everything.

We wanted to recognise all that the museum were doing already for employee health and wellbeing. Applying for London Healthy Workplace Charter accreditation offered us a formal, independent assessment.

What did you find most helpful from your advisor?

I needed help to formalise thoughts. I therefore found it very helpful to physically sit with the healthy workplace advisor and chat through each standard of the Charter. I also find the Fit for Work emails that she told me about really helpful.

Key challenges: Time to pull information together for the accreditation application was the main challenge.

IMPACT

Examples of initiatives

- Quarterly / twice-yearly staff management forum meetings (timings led by staff agenda items) for staff and volunteers to raise workplace health, facilities and employment issues
- Employee Assistance Programme (24/7 access to helpline)
- Access to Occupational Health Service and an external Welfare Officer
- Annual free flu jabs
- Facilitate monthly on-site massage and reflexology sessions
- Re-launch of online 'FeelRite' stress awareness assessment, and acting on individual findings
- One staff member trained as a Mental Health First Aider, with associated presentation to all staff (planned annually)
- 'Get to Know Your Colleagues' lunch sessions
- Emails about the importance of communication during Mental Health Awareness Week
- External 'Change Management' training
- Quarterly Occupational Health Service newsletters sent by email to all staff on different health themes
- Seasonal bicycle loans; bike racks and showers provided on-site
- 'Problem Drinking, Alcohol Dependency, Alcohol at Work and Misuse of Drugs Policy' includes information on where support for alcohol issues can be found

Which aspect of being involved in the Healthy Workplace Charter has had/will have the most impact?

- Going to the awards ceremony at City Hall and being formally recognised
- Having the accreditation logo on recruitment materials and mentioning our Healthy Workplace Charter accredited status at induction

How have/will employees felt/feel the difference that pursuing healthy workplace accreditation has made?

Staff have started thanking me for email information that I send out on wellbeing topics. It has opened the door to people feeling able to talk about problems. I think seeing information in black and white can be helpful for people.

Would you recommend the Healthy Workplace Charter?

Definitely. I think I have! Most organisations have some form of healthy workplace work, whether they know it or not. The Healthy Workplace Charter is a way of recognising this, and opening the door to developing.

Matilda Rogers, Senior HR Officer