

# Investors in People

## The Health and Wellbeing Award 2020

### Why we entered

At GRAHAM we have a multifaceted approach to our wellbeing, and our inventive theme based programmes, built from our whole person development strategy, continue to be leaders in their field.

We strive to be innovative in our approach to wellbeing and, in developing our bespoke fitness challenge with Support to Perform Ltd, we see this as the perfect example of our unique initiatives.

The **100 Day Challenge** was aimed at all types of employee, with participants competing to win individual and team prizes irrelevant of physical ability. There's nothing quite like it in the marketplace. So, we believe this ground breaking, innovative and inclusive new challenge stands out amongst the crowd; and alongside our full suite of wellbeing programmes, deserves this recognition.

### Proud to be a finalist

We are delighted to be recognised across all industries as a business who supports its employees' health and wellbeing with outstanding initiatives.

We know our organisation's success is founded on the excellence of our people and we endeavour to create an inclusive culture where everyone feels valued as an individual, with their wellbeing as important to us, as it is to them.

### If we win

It will confirm that we:

- continue to develop new and unique wellbeing initiatives
- lead the way across all industries
- are taking giant steps forward, taking wellbeing to another level

### Why our entry stands out

The **100 Day Challenge** really is revolutionary in its design. This accessible programme has the potential to get everyone active and encourages people to interact socially wherever they are via virtual platforms. All of which not only impacts on physical wellbeing, but also has a positive effect on improving mental and social wellbeing.

By providing the opportunity to design, develop and pilot the **100 Day Challenge** with GRAHAM, Support to Perform Ltd have enhanced this model for easy transferability to all organisation sizes and types. It's now a successful commercial product proving the format can be accessed by a wide variety of people.

Our wellbeing programmes have yielded some impressive results over the years, and the **100 Day Challenge** is no exception, and coupled excellent feedback from participants it definitely stands out from the competition.

#### The 100 Day Challenge Results:



**64% agreed** the Challenge was **good to excellent**



**59% increase** in the uptake of **physical wellbeing** activities



**88% believed** GRAHAM is committed to **Wellbeing**



**67% were** undertaking a fitness challenge for the **1st time**



**85% said** they would do **The Challenge** again



**99% of participants** will continue to **keep active**



**87% agreed** The Challenge **increased motivation & productivity** in the workplace



**74% rated** the key benefit as **personal motivation**

#### Overall Wellbeing Statistics:



**50% increased** uptake of physical activities since launch of our bespoke **WellHub** site



**15% fall** in those who are **overweight**



**Lowest alcohol consumption** of **BUPA bench** marked companies



**25% decrease** in the number of smokers within the **last 3 years**



**10% fall** in the risk of **Heart Attack /Stroke**



**Engagement** up by 20%  
**Staff turnover** 32% lower than industry  
**Absence** 400% lower than UK average