

# DANIEL THWAITES

# WELLBEING BENEFITS HOW WE SUPPORT OUR TEAM MEMBERS



At Daniel Thwaites we believe in supporting our team members not only their career development but in all aspects of their Wellbeing.

TRAINING & DEVELOPMENT	
<b>CAMPUS ONLINE TRAINING MODULES</b>	Mental Health awareness and resilience courses available to all team members.
<b>INDUCTION PROGRAMMES - WELCOMING NEW TEAM MEMBERS</b>	To welcome new team members into the business and facilitate them becoming part of the Daniel Thwaites family, we provide an engaging and supportive induction to help with developing confidence for their new role.
<b>REGULAR FEEDBACK</b>	One to ones and ELMAs from the start date of employment which are 2-way conversations aimed at personal development and supporting our team members to achieve brilliant performance.
<b>DEVELOPMENT PLANS</b>	A way of supporting personal development in the role is to agree some simple development goals in a plan. This development can be in the form of shadowing, observing, coaching from a manager, on the job training, workshop, reading, apprenticeship... to name but a few. These can be discussed at the ELMA review.
<b>TALENT REVIEWS &amp; SUCCESSION PLANNING</b>	Utilising talent reviews, we spend time to really understand the career aspirations of our teams. Our talent conversations enable us to have clear and focused career development plans to support team members with their career ambitions.

PHYSICAL WELLBEING	
<b>USE OF OUR HOTEL GYMS</b>	Free use of our gym facilities. A great way of looking after your physical and mental health.
<b>COMPLIMENTARY TEA, COFFEE, AND CORDIAL AT WORK</b>	We encourage teams to stay hydrated by ensuring complementary refreshments are available.
<b>MEALS ON DUTY</b>	Food provided in properties during longer shifts to nourish your body. See company benefits for further details.
<b>CYCLE TO WORK SCHEME</b>	For those that qualify, the option to purchase a cycle through salary sacrifice to enable them to cycle to work or just for exercise.
<b>HEALTH SHIELD MEMBERS (VIA BREEZE APP)</b>	Available to those who qualify through job role or service: Accessible through the Breeze App. My Wellness Tools and information to proactively manage health and wellbeing, including Virtual GP anytime, 24/7 access to a virtual GP surgery.

TAKING TIME OUT	
<b>GENEROUS HOLIDAYS AND BREAKS</b>	Time away from work is essential for our wellbeing. We encourage proper breaks as a means of re-energising and helping team members work more effectively when they return to work.
<b>REST AREAS IN OUR PROPERTIES</b>	Allows team members to step away from the desk or work area to rest and relax during their break time.

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## HOW WE SUPPORT

## OUR TEAM MEMBERS



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MENTAL WELLBEING	
<b>24/7 COUNSELLING AND SUPPORT LINE</b>	Free to all team members via Health Shield. Tel 0800 0281963 Emotional and practical support on debt, financial, housing, consumer issues, bereavement, and family matters. Health, counselling, a virtual library of wellbeing advice, self-help guides and instant guidance to provide improvement to a team members' physical and mental health. Also includes a legal helpline.
<b>THRIVE MENTAL WELLBEING APP</b> 	A free app, recommended by the NHS, includes a thought trainer, personalised Cognitive Behavioural Therapy (CBT), mood meter to track your mood, a goal system which allows you to set physical and mental health goals, relaxation techniques, wellbeing guides and more. Download from your app store, sign up & use our personal referral code: HSEAP+3000767
<b>COMPANY MENTAL HEALTH FIRST AIDERS</b>	Trained mental health first aiders can provide advice and guidance to team members who may have concerns.
<b>WELLNESS ACTION PLANS</b>	This can be developed by the manager and team member together should it be identified that further support is needed from a wellbeing perspective. This is a way of us then being able to monitor wellness and times when experiences are uncomfortable and distressing. We can identify with the Team Member how they would like others to support them at these difficult times

KEEPING UP TO DATE	
<b>MY THWAITES HUB</b>	Team members are encouraged to join My Thwaites Hub to keep informed on all our internal communications, updates and news from their own property and the wider Daniel Thwaites family
<b>MY THWAITES HUB – SOCIAL NETWORK IN PROPERTY</b>	Enables integration to the Daniel Thwaites Family within the property.

FINANCIAL WELLBEING	
<b>HEALTH SHIELD MEMBERS (VIA BREEZE APP)</b>	Cash back Facility to claim cash back on everyday health related services. Perks is an exclusive rewards scheme giving discounts on a range of products from holidays to supermarket discounts.
<b>PENSION SCHEMES</b>	Team members, if eligible, are automatically enrolled in a pension scheme to invest in their future
<b>STREAM</b>	A financial wellness app which allows you access to stream your earned wages, save for the future and improve financial awareness. With access to a range of retail savings.
<b>TIPS</b>	Pay-out of 100% of tips received to our team members