

# IMPROVING WORKPLACE HEALTH

## Barnsley Council working with XPO Logistics

### INTRODUCTION

A priority for Barnsley Council is that residents are healthier, happier, independent and active. To achieve these goals a Public Health Officer dedicates time to workplace health. This includes working with local businesses to improve health and wellbeing, including accreditation to the Workplace Wellbeing Charter National Award for England (National Charter).

### ABOUT XPO LOGISTICS

XPO Logistics is an online retail distribution centre, located in the Dearne Valley, one of the most deprived areas of Barnsley. It is the largest private sector employer in South Yorkshire, currently employing over 4,000 people. From opening in January 2011 with just over 100 employees, a number of challenges were encountered. Sickness absence was high at 10 per cent and employee engagement was low.



## BARNSLEY COUNCIL AND XPO PARTNERSHIP WORKING

### WHAT WE DID

XPO recognised that achieving the National Charter would be a benchmark for good practice in employee health and wellbeing and recognise them as an employer of choice.

In 2015 XPO started to work with Barnsley Council to help improve their workplace health offer. This included signposting to services, development of action plans and provision of training. They achieved accreditation to the National Charter in October 2015 achieving excellence in six out of eight areas. Their goal was to achieve excellence in all eight areas, which they achieved in the summer of 2017.

### BENEFITS

Within four years the achievements for XPO and the Barnsley community are as follows:

- Employee retention increased by 27 per cent
- Sickness absence reduced by 11.5 per cent and employee engagement increased by 11 points
- The company's commitment to the health and wellbeing of staff has increased levels of confidence and self-esteem of employees
- XPO have supported local organisations with 2,547 volunteering hours involving over 300 employees

## ACHIEVEMENTS

In June 2017 XPO Logistics became the first company nationally to achieve excellence in all eight areas of the National Charter. To celebrate their achievement Professor Dame Carol Black came to the site to present the certificate and look at some of the initiatives taking place.

**XPO**Logistics



**BARNSLEY**  
Metropolitan Borough Council