

Kingdom Housing Association (KHA) is a housing association with charitable status and is the parent company of the Kingdom Group.

HIGHLIGHTS OF WORKING FROM HOME TRANSITION

PRO-ACTIVE APPROACH TO LOCKDOWN PERIOD

WORKING FROM HOME NEEDS ASSESSED FOR STAFF HEALTH, SAFETY & WELLBEING

STAFF EVALUATION OF COMPANY TRANSITION TO WORKING FROM HOME

KHA works with the Workplace Team, Health Promotion Service - demonstrating their ongoing dedication, initiatives & approaches to staff health, safety and wellbeing. KHA are also current Silver Healthy Working Lives Award holders. [Find out more about the Healthy Working Lives Award.](#)

KHA took a pro-active approach to the Covid-19 Lockdown period - supporting their staff to work from home from as early as 16th March 2020, one week ahead of the UK Government Lockdown announcement.



"I couldn't be prouder to be working for Kingdom at this time. Everyone has shown so much support to us as staff, but also making sure we are safe. Well done everyone."

The steps that KHA took to support the transition to Working From Home:

Remote Access prioritised for all: Enabling colleague interaction and access to the information required to continue working well. Workstation assessments were provided remotely to ensure health & safety needs were met and musculoskeletal risks were minimised.

Mindful of staff wellbeing: 'Employee Support Packs' detailing information on topics such as: How to work from home, Emotional & Mental Health Support & a Support Helpline Website Directory, were swiftly published and disseminated to staff.

Staff Pilates & Mindfulness sessions were adapted to an online format and a 'Feel Good' initiative was encouraged - prompting staff to make themselves, or another, feel good-every day!

Learning & Development encouraged: Even as staff worked remotely – through e-learning 'Course of the Week'...

Kingdom Contributes KHA staff collected & delivered prescriptions/shopping for tenants who required additional support, as well as making welfare telephone calls and delivering small gifts to cheer up isolated tenants.

Fundraising continued at KHA with staff connecting through virtual events such as 'Dress Up Friday' - wearing various attire including formal Highland dress and wedding dresses - *All for a good cause!*

Consistent communication with staff: Through regular KHA Chief Executive business and COVID-19 updates, updated Intranet channels & staff participation in the KHA transition to Working From Home evaluation process (results below)

- **91.4% (of staff) are satisfied with KHA as an employer.**
- **90.9% (of staff) are happy with KHA's response as an employer to the COVID-19 pandemic.**

"I feel supported by my line manager and wider team, and we have a real sense of togetherness which considering the actual distance between us is a true reflection on our excellent working relationships."

Contact the Workplace Team:

Email hwlfife@nhs.net Twitter [@hwlfife](https://twitter.com/hwlfife)

LinkedIn www.linkedin.com/company/workplaceteamfife/

Many small to medium-sized workplaces have been unduly affected by the Covid-19 pandemic, the necessary lockdown period and the recovery processes imposed.

KHA have shown exemplary dedication to their staff in their transition to Working From Home - seeing not only the requirements to facilitate the change but, negating the risks to health, safety and wellbeing too.

KHA's Transition to Working From Home staff evaluation demonstrates the appreciation of their workers.