

WORKPLACE WELLBEING NEWS

JULY 2020



Your monthly 'Workplace Wellbeing News' is now brought to you by Healthy Workplaces Gloucestershire working in partnership with our colleagues at Gloucestershire Clinical Commissioning Group.

In our first edition we bring you the latest local and national workplace news designed to support businesses with all aspects of workforce wellbeing as we move forward from the Covid-19 lockdown and slowly start to re-open our economy.

With every workplace across the UK operating very differently over the past few months, every business has had to adapt differently to meet the challenges of their specific workload and their industry.

As we move forward, we will undoubtedly meet a range of very new and significant challenges. With this in mind, our mental and physical health and that of those around us will matter more than ever before.

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Latest Local and National Resources, News and Support for your Workplace

The Gloucestershire Healthy Workplace Award

Helping workplaces to implement a robust health and wellbeing strategy through new ways of working.

Now is a great time to sign up to the Gloucestershire Healthy Workplace Award programme and follow our local, evidence-based framework to help your workforce be at their best, and feel supported and valued. As we emerge from lockdown into a new 'normal', the health and wellbeing of our employees is more important than ever. Small changes can have a dramatic effect on an individual's health and therefore reduce demand on the NHS and healthcare system.



The HW Award sets a high benchmark for companies, but we know there are a significant number of businesses out there doing some great work, going above and beyond to protect and support the health and wellbeing of your workforce. If this is you, we want to hear from you and help you to celebrate the work you are doing. If you want to do more for your workforce but are not sure where to start then please get in touch, we can help you work through the

The Healthy Workplace Award Framework is designed to help organisations create, develop and sustain a workforce culture and structure where health and wellbeing is both promoted and supported from the highest level. Over the past few months we have been working hard to develop and tailor our resources and our HW Award toolkit to help meet the needs of more local businesses under the current climate and throughout the Covid-19 Pandemic. All our resources can be accessed for free on our website here www.hwglos.org.

framework and provide you with a toolkit to get you started.

Email workplaces@hlglos.org, send us an enquiry through our website www.hwglos.org or call us on 0800 1223788

Leading the way and setting the standard for this new award are Stagecoach West, GFirst LEP and Cheltenham Borough Council. Check out their case studies on <http://hwglos.org/case-studies/> and hear their stories of gaining award accreditation and the subsequent impact on their workplace culture.

Stagecoach West - Spotlight

Jenny Powell, Health and Wellbeing Manager from Stagecoach West shines this month's spotlight on maintaining communication during lockdown



At Stagecoach West we are used to our employees working different hours, days and in different locations. This means we have only needed to make small changes during these more difficult times.

Access to communication is really important to us. We have a staff intranet that has recently become a huge communications tool. We use "Blink", where we can post updates, store documents and permanent notices, have 1-1 chats or team chats. Since the end of March it has been updated so employees can access their wage slips remotely.

We have made sure that long term furloughed staff don't feel abandoned. They have received regular wellbeing messages or calls to make sure they are OK, especially those who are shielding.

We have tried to show all our employees that have worked through the pandemic that we appreciate them and their efforts. For example, behind the scenes we have a team of night cleaners who have been sanitising vehicles every night. Staff can also nominate their colleagues as Stagecoach Heroes if they have helped them, the team or the community. All nominees get a special mention with a reason they have been nominated.

Staff returning from long term furlough are updated with any recent changes and offered retraining to make sure that any anxiety they have about returning to work can be reduced. We make sure traditional notice boards are still in place in the workplace too for staff to see when they arrive at work.

Conference calls and video calls have taken place between Managers & Directors rather than face to face group meetings.

£375k boost for Gloucestershire mental health services

The County Council and Gloucestershire's NHS have secured £375,000 in extra funding, over three years, to help prevent suicide and improve the positive mental wellbeing of people in Gloucestershire.

The projects will include:

- A new grant programme for community projects that prevent suicide and self-harm in high risk groups by promoting mental wellbeing and reducing social isolation.
- Recruitment of a co-ordinator to provide support and advice to voluntary and community groups, working with people in emotional distress or at risk of suicide and self-harm and help them access mental health services.
- Training for agencies, such as the ambulance, police and adult social care professionals on

You will find a full list of mental health support services, tips advice and support from Gloucestershire County Council on their website [here](#)

They have set out a tiered guide to services from Crisis support to self-care resources to look after your emotional wellbeing. See the website [here](#)

Please share widely across your networks, there are lots of resources in the public domain and our Local Authority has done a great job pulling it all together.

responding to people in mental health crisis.
The link to the training is [here](#).

NATIONAL WELLBEING CAMPAIGNS

July - August 2020



Samaritans Talk to Us Campaign and the Big Listen

This summer look out for the [#TalkToUs](#) campaign. It is one of the ways that the Samaritans raise awareness of the service for anyone who needs someone to listen 24/7, without judgement or pressure.

They also offer a workplace support package which includes e-learning and other resources. Have a look at their workplace support offer [here](#)



Cycle to work day 6 August

Following a successful 'Bike Week' this June, you can still encourage your teams to get out and try cycling. For those working from home it could be a different way to take a break and get out for some exercise and fresh air. Others may be back in the workplace and 'cycle to work' may be a good option for some.

Find out about the national campaign [here](#)

[We Are Cycling UK](#) have lots of detailed and up to date information with advice on how you can you minimise the risk to yourself and others.

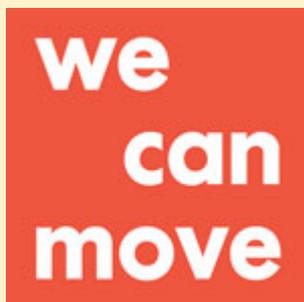


#FakeawayFridays'

At [HLS Glos](#) we have set up a workplace recipe exchange to help us keep on track whilst being able to enjoy our favourite food but using healthy ingredients to help us watch the calories.

If you are running an innovative workplace wellbeing campaign, we would love to hear from you. Your campaign could feature in our newsletter to inspire others..... just send your ideas, news and questions to workplaces@hlglos.org and we will be in touch!

Coming soon...In next month's issue we will be giving you a sneak preview of our annual workplace wellbeing national campaigns calendar with ideas and inspiration



Can your workplace get involved? What is the 'We Can Move' social movement?

We can move is a community of people and organisations in Gloucestershire who want to make being active a normal part of everyday life.

Adapting activities so that everyone can take part

We can all do our bit to break down the barriers to making physical activity accessible for everyone. During the Covid-19 pandemic, disabled people and those with long-term limiting health conditions are far

We can move aims to get more people enjoying an active life and build a world in which it is normal and easy to be active.

Active Gloucestershire, a charity with a vision that everyone in Gloucestershire is active every day, is the organisation that coordinates **We Can Move**. You can read more on how it was developed [here](#)

We Can Move works with organisations, community projects and individuals across Gloucestershire to make physical activity possible for everyone.

Find out how you, your community group or organisation can get involved

more likely to feel isolated, fearful of the current situation and be significantly less physically active than before.

We want to inform, inspire and motivate people to change this.

The Activity Alliance recently released a STEP guide on how to adapt to create inclusive activities.

With the rise in virtual physical activity and as we move into a 'new normal' after lockdown this guide provides support in making sure we can include as many people as possible as we develop physical activity programmes.

Read more with the We Can Move July newsletter [here](#)

Your employees can benefit from free support with a Healthy Lifestyles Coach



We are OPEN and are taking referrals! The Healthy Lifestyles Service is being run virtually and our friendly coaches are available to support people over the phone, by text or video calls, to stop smoking, lose weight, get more active, and reduce alcohol intake – for FREE.

Last year alone the Healthy Lifestyles Service has helped:

- 1,000 people stop smoking
- 2,000 people lose weight
- 600 people to get more active
- 200 people to reduce their alcohol consumption.
- Over 1,000 more who have made other meaningful changes

To see how the Healthy Lifestyles team can support you, contact us on 0800 122 3788 or find us online at [hlsglos.org](https://www.hlsglos.org)

Our clients are at the heart of what we do, see our client stories by visiting <https://www.hlsglos.org/about-us/news-and-case-studies/>

Spotlight on Leadership

With a significant number of employees on furlough and home-working the recommended option for a huge number of workplaces we wanted to share the ICE @yourbestleadership mini-series of useful and practical tips to equip you with the tools and inspiration to lead yourself and lead your team presented by ICE Creates CEO Stuart Jackson.

Leading a team remotely can be a real challenge, particularly during a pandemic when there's many things out of your control. Yet there are real opportunities to design and build a really effective way of working together. Yet just how do you as leader get the best from both yourself and the teams you are part of?

In the first edition we focus on strong foundations
<https://www.youtube.com/watch?v=jJo7MwQsFoM&feature=youtu.be>

NEW LOCAL AND NATIONAL RESOURCES

Sources of Support Advice and Guidance

Local support for workplaces



As the Local Enterprise Partnership for Gloucestershire, GFirst LEP is committed to bringing you the most relevant and important information as quickly as possible direct from the government

Sign up to their Newsletter and click on the link below to find out about the support available locally

<https://www.gfirstlep.com/news/coronavirus-updates/>



The Growth Hub offers a one-stop shop for support; be that funding, training or general expertise and they host a range of workshops and courses, run by local experts, to upskill you and your team in breaking down barriers to growth. Many of their online events can be accessed for free. Find out more at <https://www.thegrowthhub.biz/>

Latest National Government Guidance and resources for Workplaces



Guidance to help employers, employees and the self-employed understand how to work safely during the coronavirus pandemic can be found on our website [here](#)



Helping front line staff in the NHS and care services manage their mental health and wellbeing whilst looking after others during the Covid-19 crisis - [here](#)



National charity offering support, advice and information to children, young people and adults when someone dies. Find your local Cruse support service [here](#) Open Mon-Fri 9.30-17.00 (until 20.00 Tue, Wed & Thu). Free [0808 808 1677](tel:0808 808 1677) or [email](#)

WWW.HWGLOS.ORG





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