

WORKPLACE WELLBEING NEWS

AUGUST 2020



Welcome to the August edition of the brand-new Gloucestershire Workplace Wellbeing News brought to you by Healthy Workplaces Gloucestershire.

As we move into autumn and work to rebuild our economy, developing our resilience and self-care is a top priority for workplaces across the county.

With summer coming to an end and schools preparing to reopen for the new academic year, this edition is packed with ideas, resources and support to help us all keep health and wellbeing high on the agenda.

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Gloucestershire Healthy Workplaces Award – bespoke support for your employee wellbeing strategy in the current climate

Whether you are a large organisation, an SME or a microbusiness, we tailor workplace resources and bespoke support to suit the needs of you and your workforce.

Working through the Healthy Workplaces Award scheme will ensure that you have all areas covered but with a bespoke focus on specific



There is an increasing amount of national and international data that shows how an effective workplace wellbeing strategy can increase productivity in the workplace, reduce staff sickness absence and improve staff retention and loyalty.

areas of wellbeing that are important for your employees.

Our award follows an evidence-based framework that can be tailored specifically to meet local and individual business requirements. It is based on recent guidance from Public Health England and the Local Government Association which recognises that local areas are diverse and distinct from each other; and require tailored approaches to set good workplace health standards which employers can implement.

While many business are having to adapt and change their ways of working in the current climate, there is no better time to develop or review your workplace wellbeing strategy and ensure it is tailored to specific employee needs.

Contact us today to book your consultation workplaces@hlsghos.org or find out more and register for our award programme online at <http://hwglos.org/>

HW Awards Spotlight – The 1000 Mile Challenge, Inspiration from Hope for Tomorrow

Hope for Tomorrow are a local charity that develop, build, provide and maintain Mobile Cancer Care Units to support patients undergoing cancer treatment by alleviating the stresses and strains of travelling for appointments, along with reducing hospital waiting times.

To help keep our units on the road, we are currently running a virtual wellbeing challenge called the '1000 Mile Challenge' which involves walking, jogging or running 1000 miles (not all at once, of course!). It is a joint challenge in collaboration with Health & Hustle, an initiative that aims to get people more active throughout their normal working week.

As part of our Employee Wellbeing Strategy at Hope for Tomorrow, we have signed up to the 1000 Mile Challenge in an effort to get moving more throughout our typical work week. As much as we love Hope for Tomorrow Head Quarters, we know that mostly sedentary work in an office environment can pose certain health risks, and so doing what we can to alleviate these issues with some gentle exercise is great. Currently, we are enjoying a walk during our lunch break. Just a 15 minute or half hour walk with a colleague has proven a great way to bump up our steps and clear our heads, making us more refreshed and ready to work when we return to our desks.

We've also found that going out walking is a great excuse for networking. Many of us in the office choose to meet up with external associates, including members of our corporate partnerships. It's the perfect opportunity to multitask, with a lovely walk in the countryside coupled with a catch-up with contacts.



Making a habit of going for a walk, either before, during or after work and persevering with it, is an easy way to steadily build up the miles. Going out for a quick stroll can make a huge difference to both our physical and mental wellbeing, and this challenge is giving us all the motivation that we need to keep our steps up.

The best part is that the challenge runs right until next summer, so there's plenty of time to complete the miles and keep up the good progress. Most of us in the office use a Fitbit, or similar, to track our steps, but if you sign up to the challenge and don't have an activity tracker, like a smart watch, then you can keep track of it yourself and fill out the manual tracker.

A little perseverance could see you become a healthier, more active version of yourself, accompanied by the knowledge that you have donated to a fantastic cause that will help cancer patients and keep the wheels turning on the Hope for Tomorrow MCCUs.

You can get your friends and family to sponsor you and raise even more money too. Anyone can get involved so sign up today and get moving! It costs just £20 to join the challenge and when you cross the virtual finish line on 30th June 2021, you will receive a t-shirt, certificate and a medal. You also get access to the dedicated WhatsApp group, with other members taking part in the challenge.

Find out more [here](#)

Good luck!

Inspiration from the founder of Health & Hustle Kevin Gannaway-Pitts – helping Gloucestershire's essential workforce get more active

Health & Hustle has been set up for organisational groups across Gloucestershire to

support staff and patient groups to be active and healthy, recognising that one-size does not fit all. The initiative has created an environment for promoting healthy lifestyles through taking up activities, by encouraging and supporting each other to achieve active goals.

This year Health & Hustle has celebrated 4 years since it's formation in 2016 and under stranger circumstances than normal. With lots of sporting events cancelled, Health & Hustle has continued to thrive with membership growing through the pandemic. Virtual technology has supported activity through lockdown and had a positive impact on mental/physical wellbeing. During lockdown we have been busy competing in various challenges such as 'The Avon Challenge' sponsored by the RUH Bath Allied Health Professionals and The Gloucester virtual 10km raising funds for Sue Ryder.

Granted we have had to do things a little differently to keep active. Launching the Health & Hustle on STRAVA prior to lockdown helped support the running group with weekly challenges, alongside the step challenges for the workweek and monthly team challenges.

Our biggest challenge started the beginning of July following months of planning with Hope for Tomorrow, launching the 1000miles challenge over a year. After the first month of the challenge, the results have been amazing, we have some big miles being recorded but also have some amazing people taking part with some inspiring stories about their journeys.



During the pandemic we were made aware of one of our members who were admitted into hospital with COVID and are now on the road to recovery using Health & Hustle to support her rehabilitation. Read her story here

'We love that taking part in the challenge makes us part of another community and being able to join a WhatsApp group along with other like-minded individuals. The chat is filled with encouragement and regular updates from Kevin, the founder of Health and Hustle. We love seeing where everyone chooses to get their steps in, whether they're simply walking the dog, strolling along a beach or clambering up a hillside – the views are incredible! The support and encouragement is amazing; there's a real sense of community.'

Nikki Budding, Hope for Tomorrow

Health & Hustle are pleased to announce our association with Active Gloucestershire and as such, we are part of the "We Can Move" Council along with our new association with Gloucestershire Healthy Lifestyles service. With over 650 members signed up in the Hustle, we are seeing some significant achievements with activity. No matter how small the achievement, we are proud that our members are active and healthy.

What is on the horizon for Health & Hustle? We will continue to provide challenges and in line with government guidelines we are relaunching our popular couch to 5km programme. With so many events cancelled this year we are looking forward to taking part in next year's challenges around the county and more fund-raising activities along the way. Find out more by following us on Twitter and Facebook and our Blog

National Campaigns September 2020



Eye Health Week - 21-27 September

Vision really matters. Sight is the sense people fear losing the most, yet many of us don't



World Suicide Prevention Day - 10 September

This World Suicide Prevention Day event is about our global community to encourage us to join



Know Your Numbers Week 2020: 7-13 September

Know Your Numbers! is the nation's biggest blood

know how to look after our eyes.

National Eye Health Week aims to change all that!

Does your company offer eye checks or eye health benefits? Many employers offer a support and benefits for employees that are often underused. Could your workplace get involved in this campaign and help promote the importance of eye care. Find out more [here](#)

together to raise awareness of suicide prevention.

Click [here](#) to go to the web page where you can read the official brochure for World Suicide Prevention Day 2020 and find out more about how you can get involved.

Local support, training and information is available from [Sunflowers Suicide Support](#)

Find out more about how you can get involved with the local [Gloucestershire Suicide Prevention Partnership](#)

If you want to do more in your workplace, take a look at the Reducing the Risk of Suicide [toolkit](#) from Public Health England. The toolkit provides support and advice on how to incorporate suicide prevention into an employer's workplace health and wellbeing framework. It was developed with support from the [Samaritans](#).

pressure testing and awareness-raising campaign. Due to social distancing measures they won't be able to offer free pressure checks in the community 'Pressure Stations' this year but are still encouraging the whole of the UK to Know Their Numbers!

And workplaces can help by encouraging adults across the UK to know their blood pressure numbers and take the necessary action to reach and maintain a healthy blood pressure.

To find out more about how you can get involved in this year's event follow this [link](#)

Plan your workplace wellbeing activities to the end of the year with our new Healthy Workplace Campaign Calendar. Email workplaces@hlsghglos.org to receive your free copy!



Active Gloucestershire

Moving more with We Can Move!

Over the years we have purposefully designed everyday physical movement out of our daily lives, such as using a lift or escalator instead of climbing the stairs, ordering take-away foods, driving to work, parking as closely as we can to the supermarket etc. and this has serious consequences for both our physical and mental health.

There are complicated reasons why many of us are not physically active and it is only by really looking at what prevents and motivates us to build physical activity into our daily routines that we can start to find the

Exercise for Mental Health with Active Gloucestershire

One in six of us experience problems such as anxiety, low mood and stress at work, and staying physically active can make us feel a whole lot better - both mentally and physically. There are many studies which have shown that doing some physical activity can improve mental health. For example, it can help with:

- better [sleep](#) – by making us feel more tired at the end of the day
- happier mood – it releases feel-good hormones that makes us feel better and give us more energy

answers.

These answers could be found anywhere from lack of personal motivation or confidence, to challenging work patterns, from inconvenient bus timetables, to how we maintain our streets, from classroom design to the safety of our parks, or from cycle storage at work to the way medical advice is delivered.

We can move is a movement of people who are consciously creating opportunities to design physical activity back into our everyday lives. You and your company can help make Gloucestershire a county that people want to learn, live, and work in by being one of the businesses that prioritises employee wellbeing and supports its team to be active. By supporting your colleagues to incorporate physical activity before, during or at the end of your 'work day' you will help to increase productivity and be part of a happy and healthy work culture.

- [Sign up](#) to be a we can move Changemaker for events, training and resources to help get us all moving more
- [Top tips](#) on how to build in some active habits
- More information on local activities and [programmes](#)

- managing [stress](#) and anxiety– doing something physical releases cortisol which helps us manage stress. It can also be a positive coping strategy for difficult times
- reducing the risk of [depression](#) – studies have shown that doing regular physical activity can reduce the likelihood of experiencing a period of depression
- connectivity – doing an activity with a friend or group or team activities can help, and you can make new friends.

Click [here](#) to explore mental health charity MIND's toolkits to help you or a colleague get started or restart building physical activity into the day.

Some [ideas](#) from physical activity specialist at Active Gloucestershire on how to make working from home, work for you
Take a look at Gloucestershire Rugby's [Intro Touch](#) programme supporting men's mental health

Leadership Insight - Employee Assistance Programmes



Employee assistance programmes can be a great way help support employee wellbeing.

To ensure that an EAP is not just a tick box exercise, how it is implemented and managed and communicated is key. Here at Healthy Workplaces Gloucestershire we urge all employers to ensure you understand the health needs of your workforce and are therefore able to tailor any 'bought in' resources to meet this need.

Evidence suggests that over half of UK employees have access to an EAP but there has been some debate about the impact and return on investment for employers.

Employee Assistance Programmes (EAPs) are the most common workforce mental health intervention in the UK. With close to half of the workforce, a total of almost 14m workers, having access to an EAP by their employer. Despite EAPs huge popularity and the faith that so many employers place in EAP, few providers or clients are able to collect systematic EAP evaluation data. Source: [The EAP Association UK](#)

As a result of these findings the EAPA asked the Institute for Employment Studies (IES) to carry out further applied research drawing on the Work Foundation analysis to create the EAP Calculator tool.

“The ROI calculator is based on IES expertise and banks of previous research in order to provide a sensible, realistic guide to financial returns from the use of an EAP. It's also a useful way to check on different models, what the difference would be to ROI from changing the level of investment, an awareness campaign to increase usage etc. The more employers that use the calculator tool, the richer the dataset and the more useful it becomes for benchmarking – and for making conversations with the FD about wellbeing that bit more straightforward.”

UK EAPA has also published a range of documents and guides to assist with the commissioning or delivery of EAPs. The EAP resources will help facilitate a conversation for the issues relating to EAPs and wellbeing in the workplace. Find out more about their buyers guide and other resources [here](#)



Free Weight Loss Support for your Employees with Gloucestershire Healthy Lifestyles

Last month the government launched a new [obesity strategy](#), urging the country to lose weight to beat coronavirus (Covid-19) and protect the NHS.

As an employer you can support and encourage your employees to take action by promoting the Healthy Lifestyles Service local support offer. Healthy Lifestyles Gloucestershire offers a range of free support for individuals to support their weight loss journey.

Our team of 10 Health Coaches are trained in Motivational Interviewing and other coaching techniques. Employees will be paired with a coach that covers their locality, and who can offer one-to-one support, additional signposting and guidance.

Our health coaching covers support to lose weight, get active, reduce alcohol consumption, and stop smoking. The support an employee receives will be personalised to their goals, lifestyle, and schedule.

We also offer FREE referrals to join a Slimming World 12-week face to face group or WW (Weight Watchers) 16-week virtual programme.

Click [here](#) to sign up for FREE health coaching with the Healthy Lifestyles Service and find out more.

Resources, news and support for your workplace



#ThinkGloucestershire, campaign to encourage support for local businesses, is just one element of [GFirst LEP's](#) local recovery plan. Find out more about how you can get involved

and access a whole range of support from our Local Enterprise Partnership.



With financial wellbeing a key and increasing concern for many employees the National forum for health and wellbeing at work have put together this handy employer guide [Financial wellbeing guide for employers](#)

TYPE 2 DIABETES **KNOW YOUR RISK**

Concerned about Diabetes?

More than 200,000 people are diagnosed with Type2 diabetes every year. Modern life can make it hard to be healthy, with Type 2 diabetes adding to this challenge. HLS Glos provides support to motivate clients to make positive changes to diet and increase exercise in order to lead a healthier lifestyle. Find out your risk of developing Type 2 diabetes [here](#)

Tackle Racism in the Workplace with resources from the CIPD.

With the issues raised this summer about racism and equality the CIPD have put together some great resources for Employers on Tackling Racism in the workplace. Have a look at their comprehensive set of free information insight and resources [here](#)



[Mind](#) have put together some great resources for Employers 'working in the new normal' which includes a new mental health at work commitment guide, specialist resources to support key workers and a range of advice from trusted and approved sources.



Resilience and adaptability are always going to be great traits to develop but now more than ever employees and employers will need to learn how to navigate new and unforeseen challenges and changes. Have a look at the ['wellbeing and resilience at work'](#) course and other great online courses from Future learn

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