

WORKPLACE WELLBEING NEWS

September 2020



Welcome to the September edition of the Gloucestershire Healthy Workplace News.

With Stoptober approaching next week, take a look at our free stop smoking toolkit for employers and hear from one of our healthy workplaces outlining their smoking cessation success.

This month's edition is packed with ideas, resources and support to help us all keep health and wellbeing high on the agenda.

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Making the case for a healthy workplace – how implementing a robust healthy workplace strategy can have a significant impact

HW Awards Spotlight - top tips and inspiration from Invista on changing workplace cultures and getting real results

Stoptober workplace toolkit – a brand new stop smoking toolkit from our Healthy Workplaces and Healthy Lifestyles service

National Wellbeing Campaigns – download our free Wellbeing Calendar to check out October campaigns you can get involved with

Mental Health support in the workplace – tap into free national and local support for employers

Working from home continued – championing healthy habits for home workers.

Latest Local and National Resources, News and Support tools for your workplace

Read on for this month's news round up!

Making the Case for a Healthy Workplace

Health and Wellbeing at work is something that employers have been challenged with for some time. There has been a huge amount of research into this area with significant and robust evidence to demonstrate that health and mental wellbeing can affect productivity, sickness absence and staff turnover.



We have collectively faced some huge challenges that without a doubt will have impacted on mental and physical wellbeing across the board. Whether through illness,

Take a look at the links below for more research and findings on the impact health and wellbeing can have in the workplace:

- [Vitality Survey](#) - Findings on Britain's Healthiest Workplace
- [Thriving at Work](#) - a review of mental health and employers

The infographic below provides some key facts and figures from Public Health England

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bereavement, social isolation or financial worries, our challenges are wide ranging and many.

At **Healthy Workplaces Gloucestershire**, our ambition is for a significant proportion of local employers to use our free evidence-based framework and champion a supportive and healthy culture at work. By signing up to the **Gloucestershire Healthy Workplaces Award Scheme** you can help to champion the health and wellbeing at work agenda locally, and celebrate and promote your organisation as one of the county's best employers

The award sets out 11 key areas of focus to help employers gain a detailed understanding of their company's current provision and employee needs in order to implement a robust and informed employee health and wellbeing strategy.

Contact us today to arrange a friendly chat workplaces@hsglos.org or find out more and register for our award programme online at <http://hwglos.org/>

HW Awards Spotlight – Inspiration from Invista on Changing Workplace Smoking Culture

Ruth Mowday, Occupational Health Lead, Invista Gloucester.

In January 2020, the site Leadership Team decided that INVISTA Textiles (UK) Gloucester would transition to a smoke free site. The purpose of the change was largely to protect the health of our employees but also to reduce the risk of fire and enhance productivity.

We accepted that for employees who use tobacco (cigarettes, vaping or e-cigarettes) withdrawing the ability to smoke during their working day would be a major step. Therefore, as an interim measure, we now have just one smoking point that can be used which employees must 'clock out' to access.

We needed to ensure support was available for those who decided it was time to quit. We held a lunchtime health promotion activity with Healthy Lifestyles Gloucestershire. Employees could have their blood pressure, lung age, carbon monoxide levels checked etc. which they enjoyed, and it even became a competition who had the best lung age! Employees were astounded seeing the tar in the jar from smoking and this became a good talking point.

This was a successful exercise and resulted in open discussions about their general health too and some referrals to the smoking cessation service.



To assist those giving up smoking, Healthy Lifestyles Gloucestershire have been coming to site to offer support. This has really helped, as many of our employees work 12-hour shifts and being able to access the support at work was so helpful. We have a social media site called Yammer and this service was promoted here too.

Some of the feedback received includes:
'I would never have done this on my own. The support in the workplace was what made the difference.'

Another employee had a significant health problem and had been advised to quit but was struggling with this. On supporting his return to work it was discussed that help was available onsite. Because it was always the same person coming to site, a good rapport was developed and the employee who was reluctant to quit has now successfully quit and managed to get his wife to quit too.

These are just a couple of the success stories from having the smoking cessation service visiting site and we are looking forward to the return of this service once Covid-19 settles more.

Smoking Cessation Employer Toolkit and Support

There are lots of health campaigns you can explore this October but one key health campaign is the Stoptober initiative from NHS One You.

There is a lot employers can do to encourage a smoke free culture in the workplace and support employees to tap into the free support available to help smokers quit.

We want to make it as easy as possible for employers to help their employees, so Gloucestershire Healthy Lifestyles have put together a brand new Stop Smoking Toolkit which contains a range of free support, training and resources for your workplace

You can download our brand-new toolkit from the healthy workplace website [here](#)

 healthy lifestyles Gloucestershire In addition to the offer set out in our toolkit, we are also running a live Facebook event on 1st October for anyone who wants to find out more about quitting smoking with support from Gloucestershire Healthy Lifestyles.

Our lead smoking cessation coach and trainer will be online to answer questions and provide a range of support tips to help smokers quit for good.

Register for free [here](#)

National Campaigns October 2020



As well as Stoptober there are many more health campaigns you can explore this October.

Our wellbeing Calendar is now available to download online from our website and details 8 campaigns to explore with your workforce this month.

Click on the picture to the right to view our interactive PDF calendar with links to take you directly to all the campaign websites where you can find out more and tap into free resources to help raise awareness across your workforce.



We're going Sober this October and sharing our delicious mocktail recipes for you to try at home.

Let's kick off with a Glos-Colada ...

½ cup (120ml) pineapple juice
1/8 cup (60ml) cream of coconut
1 tbsp coconut cream
1 cup ice
1 – Add all ingredients into a blender.
2 - Blend until smooth.
3 – Add extra ice until desired consistency.

When life hands you pineapples make pina coladas!

Have a go at your own mocktail recipe exchange and tag us @HLSGlos



Mental Wellbeing – The growing concerns for mental wellbeing

Since April 2020, PHE has produced a weekly Covid-19 mental health and wellbeing real-time surveillance report. The report presents information on the mental health and wellbeing of the population during the Covid-19 pandemic, compiling routinely updated indicators from multiple sources and summarising important findings from ongoing surveys.

PHE made this publicly available in September - [click here](#) to view.

Employers are still being urged to do more to support their employees with mental wellbeing in the workplace and a large amount of work has been done both locally in Gloucestershire and Nationally to support employers with this. Here we provide an overview of the latest local and national free resources for employers.

National Resources:

- The [Mental Health Foundation](#) have put together a comprehensive guide on how to support mental health at work
- [NICE](#) have set out guidelines on how to create the right conditions for supporting mental wellbeing at work
- [Mental Health at Work](#) have pulled together a range of toolkits to support employers in all areas
- The Advisory, Conciliation and Arbitration Service offer training resources about the [legal](#) side of supporting mental health in the workplace

Local Resources for Gloucestershire are all available in our Mental Wellbeing and Stress Reduction Employer Toolkit that can be downloaded [here](#)

Working from Home Continued ...



As working from home becomes a new normal for many employees it is more important than ever to keep up the momentum on communication and support for those working remotely.

Back in March 2020 (yes, a whole 6 months ago) there was a lot of information in the public domain to support and help employers and employees adjust to the enforced home working situation. As things have progressed with the increased use of virtual technology, new workplace practices has evolved rapidly as we realise that home working for now and the foreseeable future will be the new normal for many.

With this has come new challenges around employee mental wellbeing. Isolation and loneliness have been cited as key factors since the start of this pandemic and employers have needed to change their approach to communication. Many employers have been undertaking surveys, sending out equipment and using technology to help people stay connected while working at home.

Keep the momentum going and explore some new ideas with the resources that we have collated below.

The CIPD now have a whole section of top tips and recommendations on home working. This is a great free resource that can be accessed on their website [here](#)

And here is a reminder of some of the local resources we have collated on home working to help us through this ongoing pandemic.

- Our Covid-19 guide [Top Tips for Home Working](#) During Covid 19 Pandemic has some great links and practical tips for all home workers and managers of remote teams.
- Make home working work for you with top tips for individuals from [Active Gloucestershire](#) reminding us all to stay active and healthy and focus on what is important.
- Video guidance from 'Working Well Physiotherapy' and Gloucestershire Healthy Lifestyles on setting yourself up for healthy home working



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



Public Health England (PHE) are urging people to keep up with routine vaccinations ahead of winter to help prepare for and prevent a second wave or spike of coronavirus

ICE Creates are supporting local public health teams across the UK to prepare and implement 'prehab' plans that are being set up locally. In part, the aim is to encourage more people, particularly those at-risk, to not only have their flu vaccine, but to take up health checks, screenings and make lifestyle changes.

We have recently launched a Yellow Paper which explains 5 key behavioural principles that can be applied to public health messages, across multiple channels, to help you encourage uptake of the flu vaccine. Examples are included for you to 'cut and paste', making it quick and easy to share some behavioural messages across your workplace. Find out more and get your free copy [here](#)

Hestia have recently launched a new helpline for employers/business to support them in responding effectively to a disclosure of domestic abuse from an employee or looking for other advice and guidance around supporting employees affected by domestic abuse.

Further details of the advice line and toolkit can be found [here](#)



For local business support, advice and information, our Gloucestershire Growth Hub network and the GFirst LEP are your one stop shop. [Click the logo's to get the latest information and news](#)



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