



As 2020 draws to a close our December Healthy Workplace News reflects on our first year delivering the Healthy Workplace Award in Gloucestershire.

Looking forward to 2021 it will be more important than ever to keep the momentum going to promote and support the physical and mental health of our employees, colleagues friends and family. In this issue we highlight key campaigns for the months to come and we share information about the help, the motivation and the inspiration that can keep us going through Christmas and into the new year.

In this month's issue:

Reflections on the challenges of 2020

- What we have learned about effective home working
- **NHS Volunteers 2020** – We need your feedback and ideas! Help our NHS colleagues to build on the successes of this year's volunteering initiative.
- Mental Health Support is more prominent than ever – Our colleagues at Gloucestershire County Council want everyone to know that help is available for those who need it
- A 2020 journey of reflection and wellbeing round up from ICE Creates

Looking forward to 2021

5. Kickstart your healthy workplace strategy with the **Healthy Lifestyles** Corporate Challenge 2021 and you can get FREE support for your workforce from a dedicated HLS Coach
6. **We can move** resources to support you - as we move into the new year get all the tools info and inspiration you need to keep fit, healthy & active with **we can move**
7. Upcoming National Campaigns - How can your workplace get involved

What we have we learned about effective home working



Back in March / April this year we put together our [top tips](#) for looking after your wellbeing while working from home. As 2020 comes to a close and people have grown and learned from the enforced home working situation, we wanted to share with you feedback from our partners who, like you, have reached out, connected and learned how to adapt to home working.

Create a physical switch between work and home mode.

Do something that actively separates your work life from your home life and build that into your daily schedule. Shut down the computer, cook dinner, walk the dog...It doesn't matter what as long as it is your switch.

Structure your working day around an active breaks schedule

Work out a schedule that is right for you and give your eyes and body regular respite from the computer. Take a look at the [Pomodoro Technique](#) to help you develop tactics that allow you to work with time, instead of struggling against it.

Walking meetings

Simply get into the habit of walking while talking on the phone or standing up for virtual meetings. Share what you are doing with your colleagues and friends to remind them to get moving too.

Healthy snacks and keeping hydrated

Get some top tips on healthy eating habits from our Healthy Lifestyles website and take our hydration test [here](#)

Join in the conversation

We have a virtual wellbeing group discussion running and various group chats on the [Best-You](#) chat app. Finding ways to share ideas and encouragement is key to helping your colleagues focus on self-care and healthy home-working habits.

DSE set up

Make sure your workstation is as good as it can be. Follow professional guidance and be mindful of your posture and position. Listen to your body and take note of any niggles. This interactive DSE [infographic](#) from CIEHF is a useful visual prompt

Create head space

It is important to find something else that can replace the headspace time when commuting. Try meditation or music to clear your mind and lift your mood or just moving away from the screen and walking round the house to think through an idea.

Buddy up

A great way to recreate the support offered in the physical workplace is to establish a buddy system where a couple of colleagues or a small group make a conscious effort to check in with each other and chat. A buddy system will also ensure that those colleagues who find it harder to reach out to others are not forgotten.

Keep Talking!

The best thing we can all do is keep talking about our health and wellbeing and encourage others to do as well. It is easy to forget, or get wrapped up in other things, sometimes we just need some encouragement. If 2020 has taught us anything is that we cannot take our health for granted. Self-care and increased awareness of healthy behaviours can go a long way.

Mental Health Support for Gloucestershire Businesses

This year there has been a huge recognition of the importance of mental wellbeing with a significant increase in demand from more of us for mental health support.

We all have mental health and poor mental health for many of us has been compounded this year by unpredictable and unplanned changes that have taken place within the workplace, loss of employment, uncertainty of income, changing demands/roles/teams, increase in pressure and sensitivity of roles performed. Notably those of us working in 'frontline' service environments such as health care, care for the elderly and 1-1 support services have had new challenges this year as well as those with increasing personal / familial exposure to the Covid-19 virus which can all have a significant impact on mental health and mental wellbeing.

In recognition of these mental health challenges we have been working with our colleagues at Gloucestershire County Council to develop a Covid-19 Mental Wellbeing support hub on our website with essential information for local employers to enable them to signpost to the key sources of help and also support mental wellbeing for their workforce.

All the information you need to can be found [here](#)

5 Ways to Wellbeing





Covid-19 NHS Volunteering – we would love your feedback

Following the incredible wave of new volunteers who came forward in response to the Covid-19 pandemic, the local NHS, social care, local government and voluntary and community sector are working in partnership to reach out to past and present volunteers, charities and employers.

They have been working closely with the Gloucestershire Local Enterprise Partnership (LEP) and other partners to determine how best to ascertain the views of employers and employees regarding work-supported volunteering and have designed two survey's that both take about 10 minutes to complete:

For [employers](#) (one survey to be completed per organisation) and for [employees](#) (as many completed as possible). The survey is aimed at all employees, regardless whether or not they have done any volunteering through their organisation

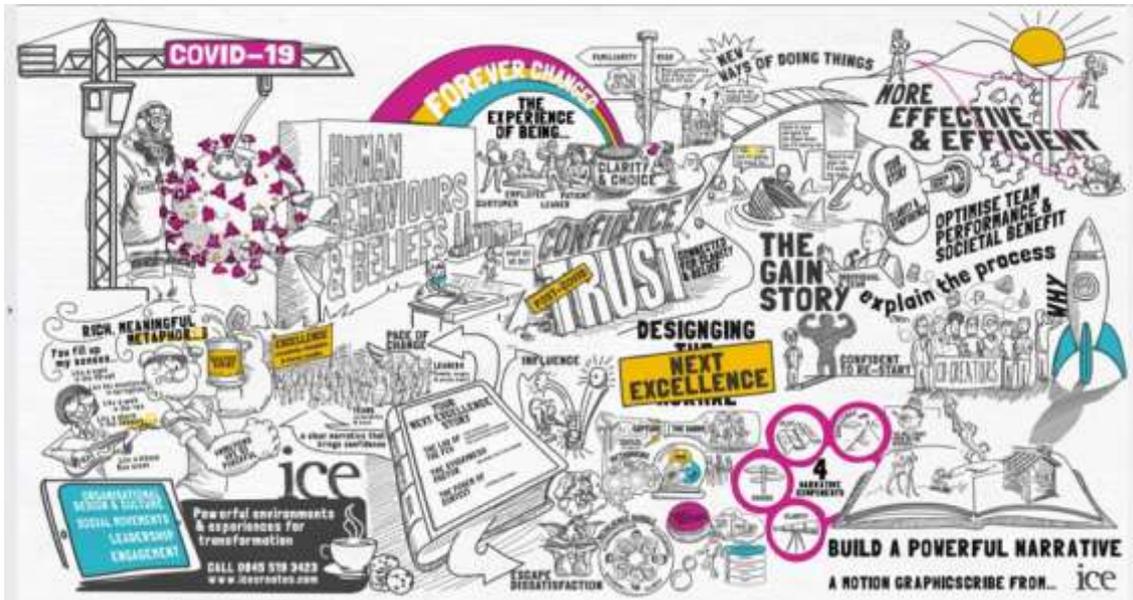
They are writing to ask if you would be so kind as to:

- Complete the employers survey on behalf of your organisation
- Circulate the employees survey to your staff

They fully recognise the added pressures of Covid-19 and the lockdowns and really do appreciate your support at this difficult time. **Please note, the closing date for responses is 5 January 2021.**

The results from these surveys will be instrumental in helping to put in place a system that works best for all. Also, they very much want you to benefit from this work as well; to this end they will be sharing the report of the findings to help gain and understanding of the current picture and support real positive change. If you have any queries please contact jonathan.jeanes@nhs.net or serena.jester@icloud.com

ICE Creates 2020: Our Wellbeing Journey



[ICE Creates](#), the company who deliver the Gloucestershire Healthy Lifestyles Service, have been working hard all year to continue to 'Make Better Happen' for both clients and their employees this year amongst all the challenges. The Healthy Workplace Team want to share the wellbeing support we have received this year:

- Regular, consistent, well timed and open communication from the senior leaders provided clear direction and information to help the team continue their work, refocus, and navigate all the government directions and changes this year.
- Introducing 'the wellbeing hour' to help employees find time and space each week to refocus and recharge and be mindful of their own wellbeing needs.
- Promoting the Employee Assistance Programme regularly, with detailed information about the support on offer and how it can be accessed as well as sharing infographics, reminders and tips on how to stay healthy when working from home.
- Flexibility to work around caring responsibilities through lockdown.
- Keeping employees and clients safe by mobilising our service from a face to face offer to full virtual support which included accessing and developing the technology that is needed to do this effectively.
- Sending out equipment to help all employees have a safe and healthy workstation at home
- Regular surveys and consultations on working arrangements, challenges and lessons learned.
- Continuous encouragement and feedback to help everyone keep their spirits up through the challenges.
- Drop in support sessions

Now we invite you to grab yourself a drink, relax & enjoy our [ICE-X feature](#), created in the spirit of our mission to make better happen by sharing ideas, tools & techniques to enable people, organisations and communities to become the best version of themselves.

Looking Forward to 2021

Kick start your new year, by signing up to our **free** healthy workplace accreditation, launch your workplace wellbeing strategy and get **free** support from our Healthy Lifestyles Coaches for your team.

At Healthy Workplaces Gloucestershire, we are here to support you and your employees to develop a healthy workplace. As businesses, our people are our greatest asset. Few if any businesses would thrive without their workforce and so it makes absolute sense that we support our people to be as healthy as they can be. Evidence shows that healthier workplaces can **increase productivity, reduce sickness absence, save money and increase profitability.**

Our team are ready to meet you in January and to explore how you can work with your employees to make your organisation a healthier place to work - **and how you can be recognised for the great work you are doing!** And in 2021 we are excited to introduce you to.....

Glos Healthy Lifestyles Corporate Challenge!!

The corporate challenge is an opportunity to engage and challenge your workforce to compete for better health with the support of your local Healthy Lifestyles Service and celebrate your success together.

- Rally your employees for January 2021
- 2. Get your own personal company Healthy Lifestyles Health Coach who will work with your employees one-to-one and in groups.
- 3. Encourage better health with the Workplace Wellbeing Award, running internal health campaigns and encouraging health champions

Your employees earn points for achieving their health goals and your organisation will earn points for participation and health promotion!

Whether your employees want support to stop smoking, increase their activity, reduce alcohol consumption or lose weight, the Healthy Lifestyles Service is here to support you, including offering free referrals to WW!

Best-You, our digital platform and app will support your employees to track their goals, encourage each other across private company groups and have quick access to their coach with our secure chat app. As a workplace on the Workplace Wellbeing Award you will be supported with your internal health campaigns and so will your health champions!

For more information call us on 0800 122 3788 or email workplaces@hlsghglos.org



Active Gloucestershire

Resources to Support You

Whether you need support to stay active or to help others to stay active, **we can move** has resources to support you.

- [Staying active and keeping to COVID-19 guidelines](#) - the latest on what you can and can't do and the support available.
- [Get active](#) - tips and steps to get you started, as well as a directory of free activities you can do.

Blogs

Read what others in the movement have shared about their experiences and any tips they may have.

- [Getting started](#)
- [Stay home, stay active](#)
- [Making activity accessible for all](#)

Articles

Easy to read articles that may encourage and inspire you and others to get active.

- [Five ways to avoid becoming an office zombie](#)
- [Build active habits into your day](#)

National Health Campaigns to get you started in 2021

- Take on [Dry January](#) with Alcohol Change UK - the one-month booze-free challenge that helps millions reset their relationship with alcohol every year



- Join the Samaritans and turn 'Blue Monday' into '[Brew Monday](#)' on 18th January 2021. Feeling alone with your problems can have a big impact on your mental health. Reach out to a friend, colleague, or family member for a cuppa, a chat and a biscuit. It could be the start of someone feeling less alone.



- [Cervical Cancer Prevention Week](#) - 18-24 January 2021. During Cervical Cancer Prevention Week we want as many people as possible to know how they can reduce their risk of the disease and to educate others.



- [Veganuary](#) - Try eating a vegan diet for a month this January. Veganuary has inspired and supported more than one million people in 192 countries to try vegan for January – and beyond.



Coming Soon.....

Watch this space for our new 2021 Campaigns calendar available to [download](#) for 2021



And finally, from all of us at Gloucestershire Healthy Workplaces we would like to wish you a Merry Christmas with our 12 days of Christmas cheer.