



Gloucestershire Healthy Workplace Roundup June 2021

As Covid restrictions ease this month, we continue to see increased challenges for businesses. Workforce health and wellbeing remains a key priority for many companies, with lessons learned from the pandemic as an ongoing theme.

This newsletter brings you the latest local and national information, resources, and opportunities to help businesses support workforce wellbeing and move forward.

In this Issue

- Healthy Lifestyles Corporate Challenge – Can your workforce beat our reigning champions, INVISTA Textiles UK (Ltd) , in this all-inclusive fitness challenge?
- The impact of Covid-19 on domestic abuse - an updated employer toolkit has been launched by Public Health England and Business in the Community.
- Learn more about our network of local projects and initiatives that can support your business and your employees.
- New funding opportunity from Gloucestershire Growth Hubs.
- New mental health support - Access to Work Support from Able Futures.
- Supporting workers with post-Covid syndrome – a new education series from Gloucestershire Health and Social Care team.

INVISTA Textiles UK (Ltd) have been crowned champions and are set to be the ones to beat this summer when we re-launch our Healthy Lifestyles Corporate Challenge on a wider scale.

Find out how they did it and how it has helped them to bring healthy habits into their daily routines.



Back in January, a handful of companies took part in our 2021 pilot for the new Healthy Lifestyles Corporate Challenge. We are pleased to announce that the pilot was a success, and we will be launching the challenge again on a wider scale this summer.

The challenge lasted for 3 months, and we are delighted to hear that some of the healthy habits picked up by our participants have continued beyond the end of the event!

Here are the top tips from our workplace champions INVISTA Textiles (UK) Ltd with some ideas to inspire us all:

- **Recruit your team and nominate a couple of champions to keep everyone on track**

We recruited a team of people keen to shed a few pounds after the Christmas breaks and/ or kick start their physical activity journey. Our wellbeing champion set up a Teams page where everyone could record their activity on the spreadsheet and post messages of encouragement/ideas etc. It was a great motivator seeing what others were recording.

- **Sharing ideas for new ways to get active at home**

The Teams page was a great way for sharing ideas to get active, particularly for a 24-hour site and doing the Challenge in lockdown when gyms were still closed. Ideas such as skipping, doing some squats while waiting for the kettle to boil and seeing how many times you can run up and down the stairs in 10 minutes were posted plus looking on YouTube for workouts etc.

- **Encourage cycling to work where possible**

We have a cycle shed and showers and cycling for some was a good way to increase their activity. We also had some that started cycling with their family and one man reported that he continues to cycle a couple of evenings per week with his teenage son and that their relationship has become so much closer.

- **Walking lunch breaks with colleagues**

We have largely remained working from onsite during Covid and it was therefore a good opportunity to get out at lunchtime for some fresh air and enjoy a socially distanced walk with a work colleague. This has continued since the Challenge finished. Those that did at times also work from home found that the Challenge kept them motivated to get out in their lunch break at home too.

- **Team 'weigh in'**

We had some employees who wanted to do the weight loss challenge themselves and opted for a weekly weigh in onsite. There developed some good competition between some of the men, coming together to be weighed. We reported the weekly weight loss on their Teams page as a whole and they liked it being compared to something-equivalent of 370 blueberry muffins!

- **Starting new healthy habits**

Some of them reported that the challenge has helped them look at food in a different way- now being more aware of the traffic light system on packaging and portion size. As our Challenge was in 'lockdown' people found they had more time to enjoy cooking and trying new recipes. Those on the weight loss challenge that worked together learnt from each other too - discussing lunch options and trying new things - couscous salads rather than relying on their usual sandwich from the supermarket nearby.

- **Earn bonus points by working towards our Healthy Workplace Award!**

If you are interested in finding out more about this free challenge with free support for your workforce this summer, then please email: workplaces@hlsqlos.org

Healthy
lifestyles
Gloucestershire



The Prince's
Responsible
Business Network

'**Domestic Abuse: a toolkit for employers**', has been updated for June 2021.

It now includes information on the recently passed Domestic Abuse Act, new resources, initiatives, and case studies.

Employers have a duty of care and a legal responsibility to provide a safe and effective work environment. Preventing and tackling domestic abuse is an integral part of this. The COVID-19 pandemic has resulted in new ways of working, with a significant increase in the numbers of people working from home. For those experiencing abuse, the workplace often offers a safe space and a respite away from their abuser. Colleagues and managers can often be the only other people outside the home that survivors talk to each day and are therefore uniquely placed to help spot signs of abuse.

This toolkit will help your organisation support your employees and contribute to tackling domestic abuse. It offers guidance on measures to implement to respond appropriately when an employee discloses abuse. The toolkit highlights potentially useful free resources for you and your team. It also signposts to external organisations that offer advice and support to employers and employees.

First created in 2018 by Public Health England (PHE) and Business in the Community (BITC) the toolkit was informed by an evidence review by PHE, and the Department for Business, Energy and Industrial Strategy (BEIS) Home Office Workplace Support for Victims of Domestic Abuse report. The publication of Domestic Abuse: a toolkit for employers was supported by The Employers' Initiative on Domestic Abuse and sponsored by The Insurance Charities in 2018 and again in 2021.

Domestic Abuse: a toolkit for employers - Guide for Employers
(bitc.org.uk)

Our network of local projects and initiatives – Supporting Gloucestershire Businesses together

Over the past year, we have been working with some great partners across the county to make sure that our local award links in and compliments some of our other great initiatives for employers.

Here is a snapshot of some great projects for your business to get involved in...



Heads Up Cheltenham

Heads Up Cheltenham is a partnership initiative offering information and awareness-raising activities, to encourage good mental health across the town's whole population. Via the webpage and social media, current activities and organisations supporting good mental health and wellbeing will be highlighted and promoted.

www.cheltenham.gov.uk/heads-up



Gloucestershire

Carers



Become Carer Aware!

Becoming a Carer Aware employer can help ensure that you are able to recognise Carers in your business and signpost them to us for support.

You may also be able to offer additional help to carers you meet.

If you are interested in finding out more about Carer Aware Training, and want to achieve Carer Aware Accreditation, please email us at carers@peopleplus.co.uk or call [0300 111 9000](tel:03001119000).



Inclusivity Works

Inclusivity Works has been developed by the **GEM Project**, and is supported by Forwards Gloucestershire, to support businesses across Gloucestershire to develop their working practices and encourage the employment of people from all backgrounds and abilities. Email inclusivityworks@ggtrust.org for more information or visit www.inclusivityworks.org to find out more.

The GEM Project is jointly funded by the National Lottery Community Fund and European Social Fund



Digital Grants for Gloucestershire SMEs

The Covid Digital Recovery Grant (CDRG) is a cash injection for Gloucestershire SMEs that are recovering from the impact of Covid. As the name suggests, the CDRG is focused on digital tools and techniques to help businesses find their feet again. That might mean a new or improved website, software, technology, e-commerce, online fulfilment, or another tool or technique to help you recover. If it's digital, it's eligible.

Applications open 1st July 2021 and close 15th July 2021

Find out more here: [Covid Digital Recovery Grant | The Growth Hub](#)



Able Futures - Access to Work

The Government's Access to Work - Mental Health Support Service (MHSS) provides employers and their employees with access to support on managing mental health in the workplace and is fully funded by the DWP. With no cost to the employer or employee, it is an ideal programme to help organisations manage the well-being of their workforce.

The Access to Work programme is a UK wide service which is being delivered by the Able-futures partnership in the South West of England region from the 1st July 2021.

[Mental health support for people at work | Able Futures Mental Health Support Service \(able-futures.co.uk\)](https://www.able-futures.co.uk)



Post-Covid Syndrome

Many people recover normally from Covid, but some people continue to experience ongoing symptoms, and this is known as Post-Covid Syndrome.

Gloucestershire Health and Social Care team are hosting a series of education sessions to learn about Post-Covid Syndrome, how to manage some of the symptoms, and the effects of their condition on their day-to-day life.

Please see the timetable below for information and times of sessions

Please join the sessions using the link below:

Post Covid Syndrome Information Webinars

Date	Topic
Thursday 17th June 09:00-10:00	<i>An overview of Post-Covid Syndrome (video soon to be available)</i>
Thursday 24 June 10:00-11:00	Understanding and supporting Fatigue management
Thursday 01 July 09:00-10:00	The importance of nutrition in managing fatigue
Thursday 08 July 09:00-10:00	Breathing and Post-Covid Syndrome
Thursday 15 July 09:00-10:00	Returning to work with Post-Covid Syndrome

[Click here to join the meeting](#)

If you would like any information, or would like to discuss being involved in development of the ongoing community support resources, please get in touch with Claire.kennedy@nhs.net

To learn more about Post Covid Syndrome Support in Gloucestershire have a look at the information on our website [Healthy Workplaces - COVID Recovery \(hwglos.org\)](http://HealthyWorkplaces-COVIDRecovery(hwglos.org))



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