



benefits of an active workplace

Lisa Wood - Wesport

Phoebe Kalungi - Bristol City Council

aims of the workshop

- Why should we encourage active working?

Explore 3 themes:

- Understanding the connection between physical activity and improved mental health
- Consider the impact of an ageing workforce
- As an employer/ee - how can you support your staff to be more active
- Leave here with some recommendations



connection between physical activity and mental health

- Approximately 621,432 working days are lost to sickness absence attributable to mental health conditions each year in Bristol.
- Mental health conditions cost Bristol employers approximately £281 million a year
- 30 mins of activity acts a mild anti depressant
- Physical activity is one of our 5aDay (5 Ways to Wellbeing)

What can be done?

- Training and talking!
- Being physically active can help you feel better which makes you more likely to talk and seek help if required.
- Thrive Bristol
- MIND local training



ageing population - the challenge

- What is the age demographic of your workforce?



- How inclusive is your offer – is it just for young and fit or does it encourage the older worker



why should the employer take it seriously?

- A third of adult life is spent at work.
- Work can have a real influence on health and wellbeing (positive and negative).
- Preventable disease and poorly managed health conditions are costly for individuals and their employers.
- These include: personal distress, sickness absence, lost productivity, reduced performance and low morale.

IMPACT: Active, healthy workplaces are great places to work and result in health and business benefits for employers and employees.



WORKPLACE HEALTH		IMPACT			
<p>75% people aged 16-64 are in employment¹</p> <p>8.9 hours average time British people sit per day²</p> <p>1 in 4 do less than 30 minutes exercise a week³</p> <p>1 in 6 deaths caused by physical inactivity (the same as smoking)⁴</p> <p>People 20% less active now than in the 1960s⁵</p>	<p>Workplace Health</p>	<p>£60 billion cost of an unhealthy workforce to the UK taxpayer⁶</p> <p>131 million working days lost per year⁷</p>	<p>53% stress is leading cause of long term absence⁸</p> <p>£2.4 billion cost to employers due to staff leaving jobs with mental health problems⁹</p> <p>4.4 days lost per worker due to sickness absence¹⁰</p> <p>4.2 million days lost through work-related back pain costing businesses £5 billion¹¹</p>		
BENEFITS OF PHYSICAL ACTIVITY		BENEFITS OF WORKPLACE CHALLENGE		BENEFITS TO YOUR BUSINESS	
<p>Reduced risk of more than 20 chronic diseases¹²</p> <p>Workplace wellness programmes can reduce absenteeism by 42%¹³</p> <p>For every £1 spent on workplace health initiatives the ROI can range from £2 to £34¹⁴</p> <p>30% reduced risk of depression¹⁵</p>	<p>After 3 months: 73% increase in inactive employees taking part in sport</p> <p>After 6 months: 84% of inactive employees were reaching 150 minutes of exercise each week</p> <p>After 6 months: Sickness absence was reduced by 0.6 days</p> <p>19% increase in employees cycling to work</p> <p>16% increase in employees walking to work</p>	<p>Boosted external image of the organisation</p> <p>Achievement of core business aims</p> <p>Increased networking & communication between employees & departments</p> <p>Boosted company morale</p> <p>Improved relationship between staff & employer</p>	<p>www.workplacechallenge.org.uk</p>		

1. <https://www.oia.gov.uk/employmentandlabourmarket/peopleatwork/employmentandemployees/pages/forthehrandlabourmarket/sepember2017/> 2. <http://www.gallup.com/landing.asp> 3. <https://www.sportengland.org/news-and-features/news/2016/november/7/focus-on-tackling-inactivity/> 4. <https://www.sportengland.org/news-and-features/news/2016/november/7/focus-on-tackling-inactivity/> 5. <http://www.gov.uk/government/publications/health-matters-getting-every-adult-active-every-day/health-matters-getting-every-adult-active-every-day> 6. <http://www.gov.uk/government/publications/health-matters-getting-every-adult-active-every-day> 7. <http://www.gov.uk/government/publications/health-matters-getting-every-adult-active-every-day> 8. <http://www.gov.uk/government/publications/health-matters-getting-every-adult-active-every-day> 9. <http://www.gov.uk/government/publications/health-matters-getting-every-adult-active-every-day> 10. <http://www.gov.uk/government/publications/health-matters-getting-every-adult-active-every-day> 11. <http://www.gov.uk/government/publications/health-matters-getting-every-adult-active-every-day> 12. <http://www.gov.uk/government/publications/health-matters-getting-every-adult-active-every-day> 13. <http://www.gov.uk/government/publications/health-matters-getting-every-adult-active-every-day> 14. <http://www.gov.uk/government/publications/health-matters-getting-every-adult-active-every-day> 15. <http://www.gov.uk/government/publications/health-matters-getting-every-adult-active-every-day>

barriers

- What are the barriers in your workplace setting, to being more active?
- Time
- Lack of facilities
- I go to work to work, not do exercise!
- Lack of support from management
- Others?



how can we overcome these

- Have to have buy-in from leadership / mgmt. They set the tone
 - Show research and case studies
- Any space will do! Not talking about full bootcamp. Simple things like walking meetings, encouraging standing meetings - 5 min 'down tools and stretch'.
- Time management. No meetings/calls planned for lunchtime. Culture - it's ok to leave your desk!
- Make it fun and encourage communication. Use the influencers in the office.



general support available from wesport

- Workplace Challenge - national campaign in Jan. Please pledge to get involved!
<http://www.wesport.org.uk/our-work/workplace-challenge-2/2018-national-active-workplace-challenge>
- Wesport Active Workplaces support: www.wesport.org.uk/activeworkplaces
1 hr consultation, signposting to sport opportunities, inter-workplace competitions

Please email Lisa Wood on Lisa.Wood@wesport.org.uk if any questions

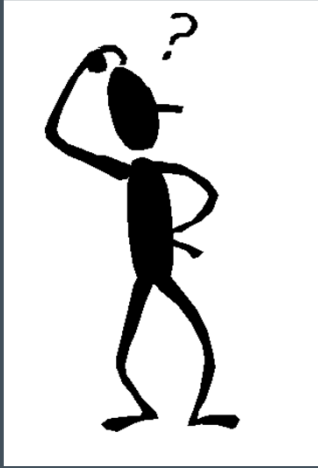


council resources and national resources

- Bristol City Council: Workplace Health Guides:
<https://www.bristol.gov.uk/business-support-advice/guide-to-workplace-health-and-wellbeing-for-employers>
<https://www.bristol.gov.uk/social-care-health/guide-to-workplace-health-and-wellbeing-for-employees>
- British Health Foundation - Health at Work: <https://www.bhf.org.uk/health-at-work>
- Business in the Community - <https://wellbeing.bitc.org.uk/all-resources/toolkits/mental-health-employers>



what next?



- What one thing have you taken away from today?