

“We have a healthy interest in your business.”

Luton's Working Well





Contents

- 05 Introduction**
- 06 Workplace Health Champions**
- 07 Health Checks**
- 08 Luton Stop Smoking Support**
- 09 Weight Management**
- 10 Mental Well-being**
- 11 Physical Activity**
- 12 Travel Luton Workplace Support**
- 13 Alcohol Awareness**
- 14 The Public Health Responsibility Deal**





Luton's Working Well

Introduction



Let's start with the bad news:

“Last year 172 million working days were lost due to employee absence. This cost UK employers £13 billion.”

Now the good news:

There are easy and simple steps your business can take to promote the health and wellbeing of your employees. Not only will your workforce feel better, but your business will feel better too.

Having happy and healthy employees helps increase their morale, reduces absenteeism and staff turnover, improves productivity and leads to higher profits.

The Luton Public Health team can help you to improve the health of your employees and of your business.

This information pack contains details of initiatives we can provide to your business. These cover areas like workplace health champions, alcohol and tobacco use, weight management initiatives, physical activity and mental health first aid.

Public Health are working with Business in the Community (BITC) and background information on their project 'Business Action on Public Health' including information on a useful staff survey tool can be found on their website: www.bitc.org.uk

We'd like to make it our business to make your business healthier. For more information please email workingwell@luton.gov.uk

Workplace Health Champions



Background information

Workplace Health Champions are volunteers recruited from your workforce and trained to be able to encourage and support colleagues in making positive lifestyle changes. Such employees may have an interest in health and well being or be good at communicating and engaging with colleagues.

What are Health Champions?

They are one or more employees in your business who we will train to encourage a healthier workforce by:

- Championing health and wellbeing within your organisation
- Signposting employees to services and resources
- Sourcing information and leaflets on health awareness topics
- Updating the intranet and noticeboards
- Gauging the needs of employees and effectiveness of activities
- Liaising with the Public Health team in Luton and attending quarterly Health Champion meetings

What we can offer you?

- A one day training course leading to an accredited Royal Society of Public Health Level 2 Award in Understanding Health Improvement
- A calendar of forthcoming national health campaigns and available resources that can raise awareness amongst your workforce
- Regular support via quarterly meetings/updates, providing new resources and sharing good practice
- Further training in specific areas e.g. smoking cessation support

What you can do?

- Support one or more of your employees to train as a Workplace Health Champion
- Allow the Health Champion to work for a few hours per month on health related initiatives
- Allow the Health Champion to attend quarterly, two hour, update meetings

More information

Please contact Public Health at workingwell@luton.gov.uk

Luton's Working Well

Health Checks



Background information

Heart and circulatory disease is the UK's biggest killer: in 2009, around one in five men and one in eight women died from coronary heart disease. There are currently over 2.5 million people with type 2 diabetes in the UK and there are more than half a million people with diabetes who have the condition and don't know it. Stroke is the main cause of disability in the UK and it's the third most common cause of death (after cancer and coronary heart disease).

What we can offer you?

For employees who are residents of Luton and over the age of 40 (who have not been diagnosed with a pre-existing condition such as high blood pressure, high cholesterol, heart disease, diabetes or kidney disease) we can offer NHS Health Checks.

A free NHS Health Check takes around 20-30 minutes and will be divided into two parts:

- Taking a personal history including age, ethnicity, smoking status, family history and physical activity levels
- Some routine tests including cholesterol levels, blood pressure and a measurement of Body Mass Index (BMI)

An individual's risk of developing heart disease, diabetes or kidney disease is assessed and personalised advice given on how to reduce this risk

What you can do?

- Provide a room or rooms for the confidential Health Check sessions
- Arrange for staff to book pre-set appointments on agreed dates
- Allow staff to attend the appointment during working hours
- Liaise with other workplaces in your vicinity to arrange a Health Check day

More information

Please contact Public Health at workingwell@luton.gov.uk



“Five cigarette breaks a day = 28 working days a year”

Background information

Smokers are estimated to cost British employers around £2.1 billion per year.

The direct costs of smoking to your organisation include:

- Reduced productivity due to smoking related sickness – estimated to be 33 hours per smoker per year
- Reduced productivity due to time taken for smoking breaks
- Increased health insurance premiums

The indirect costs of smoking to your organisation include:

- Negative impact on customers with smokers representing your company
- Negative impact on other workers with smokers in the workplace
- Loss of key personnel through illness or death

Stop smoking support can help reduce these issues and give your employees an average £200 a month pay rise too with the money saved on not buying cigarettes.

What Luton Stop Smoking Service can offer?

Friendly, trained advisers offer one to one and group support sessions in a range of settings to discuss smoking habits and the products available to help people to stop smoking. Nicotine replacement products (NRT) and other medication are available at a prescription cost.

Smoking is addictive and stopping can take time and support. The chance of success is greatly increased by using the Luton Stop Smoking Service.

What you can do?

- Allowing staff to attend appointments during work time, or
- Shared time – half the session in work time, half workers’ own time

More information

Please contact the Stop Smoking Service on 0800 013 0845 or 01582 757 635

For more information on tobacco and smoking and how to quit visit
www.tobaccofreeluton.co.uk

Weight Management



“Over 18 million sick days per year are attributable to obesity related illness”

Background information

In Luton, more than 1 in 7 adults are obese.

As weight climbs it can be a trigger for health problems such as diabetes, heart disease, musculoskeletal disorders, respiratory complaints, cancers, eyesight problems, low self-esteem, social exclusion and stigmatisation.

The Health and Safety Executive (2007) reported that there are clear implications for the workplace, such as:

- Is equipment designed to accommodate the obese – ladders, chairs, workspace, personal protective equipment?
- Are there jobs that the obese cannot do or find more difficult?
- Obesity is a contributory factor to back problems – a major cause of absence
- Obesity can lead to sleeping problems resulting in fatigue and possible loss of dexterity leading to accidents

What we can offer you?

We can offer referral to a commercial weight management scheme, such as Weight Watchers or Slimming World, to eligible employees in Luton workplaces.

Eligibility criteria includes:

- Employees registered with a Luton GP practice
- A Body Mass Index (BMI) of over 30 or of over 28 with other risk factors

What you can do?

- Offer annual BMI checks for employees
- Sell healthier snacks and lunch options
- Encourage your staff to join Change4Life, for free tips and support on eating well - www.nhs.uk/change4life

More information

Contact Public Health at workingwell@luton.gov.uk

Mental Well-being



“25% of all sick days taken are as a result of stress-related illnesses”

Background information

Stress is a normal part of working life. However, excessive pressures or demands at work or at home, coupled with a feeling of being unable to cope can lead to unhealthy levels of stress. High stress levels can lead to a range of symptoms from backache and stomach upsets to anxiety and depression.

Why promote mental wellbeing in the workplace?

Providing your employees with advice on how to deal with stress is a positive step forward. Caring about your employees' wellbeing at work and outside work is a good way of boosting morale.

There is also a strong business case for looking into causes of stress in your workplace. It will help you reduce employee stress levels if they are excessively high and may improve your sickness and absence rate.

What we can offer you?

- Mental Health First Aid training which will provide staff with the necessary skills to help employees who are developing or experiencing mental health problems
- Guidance on policies for managing stress in the workplace
- Signposting to advice and support services
- Leaflets and information

What you can do?

- Promote Mental Health First Aid training to appropriate staff
- Provide opportunities to encourage suggestions and ideas to improve the work environment
- Encourage your workforce to access offers of support
- Encourage staff to support each other

More information

Please contact Public Health at workingwell@luton.gov.uk

Physical Activity



“Active people take 27% fewer days off sick”

Background information

There are immediate benefits of physical activity for employees such as improved sleep and less stress. There are also many important long-term benefits such as reduced risk of heart disease, adult-onset diabetes, colon and breast cancer, osteoporosis and depression.

Evidence suggests that physical activity can benefit an organisation because active workforces tend to:

- Report less illness and recover more quickly from the illness they do get
- Experience less work absence
- Be more productive
- Report higher levels of satisfaction with their work
- Experience lower staff turnover
- Have fewer industrial injuries
- Create a positive corporate image

What we can offer you?

- We can link you with a Travel Adviser who can give you information on active travel programmes and policy development for your organisation
- Support to help you with a workplace walking challenge
- Information about sporting activities that staff can get involved in
- Links to venues that can provide you with corporate rates

What you can do?

There are a number of things you can do to promote and encourage increased levels of physical activity:

- Encourage your employees to cycle or walk to work – our Travel Advisers can support you with this
- Provide opportunities for active breaks for staff, encouraging the use of stairs, work-based walking programmes and flexible working policies and incentive schemes
- Providing information to staff on the health benefits of being physically active

More information

Active Luton are the sport and leisure trust in Luton, operating a variety of swimming pools, multi use sports centres, golf centre, athletics centre and an outdoor activity centre. Further details can be obtained at www.activeluton.co.uk

Other information can be obtained from Public Health at workingwell@luton.gov.uk

Travel Luton Workplace Support



What is Travel Luton Workplace Support?

Travel Luton Workplace Support is a new initiative run by Luton Borough Council to encourage organisations to try out new ways of travelling sustainably. We have information, ideas and incentives and personalised support to help your employees' cycle, walk, use public transport or share their car journey to work. The initiative is FREE* to participating organisations.

We have a team of trained Travel Advisors ready to visit your organisation to offer advice and ideas to employees on making the right sort of travel choices, a chance to join the Luton Travel Club, or take part in a Workplace Challenge for rewards and a prize draw.

How can Travel Luton benefit your organisation?

- Decreased sick leave from a healthier workforce
- Free dedicated expert time and resources for your workplace
- Reduce employee business travel and associated costs
- Potential to reduce the need for on-site parking, saving money and freeing up space
- Improved staff recruitment and retention through increased travel options
- Enhanced environmental reputation and help to recognise Corporate Social Responsibility issues

Being involved in the Travel Luton Workplace Support programme could open up a range of resources to your organisation, including:

- Grant towards cycle parking
- Smarter driving lessons for your employees
- Access to a car sharing database
- Support from a dedicated officer to run cycling events and advice sessions at your workplace
- Cycle training for staff
- Led lunchtime health walks for your staff
- Electric vehicle charging points**
- Site-specific maps of travel options
- Access to a walking buddy database
- Access to a cycling buddy database
- Support to create your own Workplace Travel Plan

How can you get involved?

If you want to find out more about Travel Luton and what it could offer your workplace, contact us on the details below to arrange a site visit, presentation or advice event for your employees, all at no cost to your organisation.

More Information

Travel Luton Workplace Support Team 0800 028 1755 or email info@travelluton.org.uk

* 'Travel Luton' is funded by the Local Sustainable Transport Fund, provided by the Department for Transport
** subject to terms and conditions

Alcohol Awareness



“Up to 17 million working days are lost each year in the UK due to alcohol = £2 billion cost to businesses”

Background information

Excessive alcohol intake can affect businesses in a number of ways:

- Poor employee performance either through the immediate effects of alcohol consumption or the effects of the 'morning after the night before'
- High sickness absence
- Loss of productivity
- Safety issues – for example accidents, especially in safety sensitive work, or workers driving vehicles
- Damaged customer relationships – for example through unacceptable conduct
- Poor team morale

What we can offer you?

Alcohol services for the community (asc) offers:

- Guidance on alcohol policy
- Free education and bespoke training courses
- Information and awareness displays
- Interactive information stalls
- Alcohol awareness for staff

What you can do?

- Provide a room in your workplace where sessions can be held
- Make it easy for staff to attend sessions
- Allow staff to attend sessions during work time
- Encourage your staff to join Change4Life, for free tips on staying within alcohol limits - www.nhs.uk/change4life

More information

For more information or if you have any questions please contact alcohol services for the community (asc) on 01582 723 434 or email administration@alcohol-services.co.uk

[www.alcohol –services.co.uk](http://www.alcohol-services.co.uk)

The Public Health Responsibility Deal

Background information

The Government's strategy for public health makes it clear that improving public health is the responsibility of everyone including businesses. The Responsibility Deal is the Government's way of drawing on the potential of employers to help tackle health inequalities through the influence they have over health in the workplace, alcohol, food and physical activity.

What does the Responsibility Deal involve?

The Government, working with key stakeholders, has developed pledges which are aimed at complementing government policy. These are part of a delivery structure which consists of four parts:

Core commitments

The five core commitments which set out the scope, purpose and high level ambitions of the Responsibility Deal are signed up to by all Responsibility Deal Partners as confirmation that they support the Deal's ambitions and commit to taking action to support them. The core commitments are:

1. We recognise that we have a vital role to play in improving people's health
2. We will encourage and enable people to adopt a healthier diet
3. We will foster a culture of responsible drinking, which will help people to drink within guidelines
4. We will encourage and assist people to become more physically active
5. We will actively support our workforce to lead healthier lives

Collective pledges

Collective pledges represent the collectively agreed action that members of a given sector will take in support of a particular core commitment. All partners are signed up to deliver at least one of the collective pledges.

Individual pledges

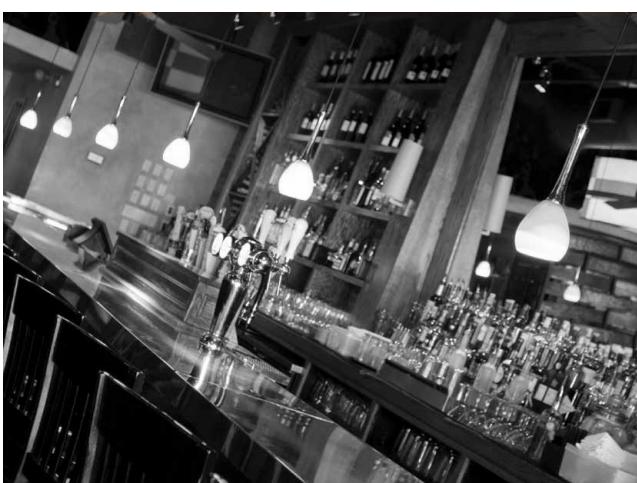
These give organisations the opportunity to show where they can go further than the collective pledges or take the lead for their sector in making a commitment in an area where collective action is not happening.

Supporting pledges

Supporting pledges that underpin all of the collective and individual pledges define the operating principles and processes of the Deal.

More information

Please look at www.responsibilitydeal.dh.gov.uk





workingwell@luton.gov.uk