



If you attended our Lunch and Learn webinar on Creating a Healthy Workplace Culture with Victoria Lukins from Healthy Workplaces, you've hopefully already picked up some useful guidance. Here's our summary of useful hints and tips.

Why a healthy workplace?

The number of working days lost in the UK due to sickness and ill health continues to grow, with an increase in both mental and physical health conditions at work. These include:

- Stress, anxiety and depression
- Lower back pain and other musculoskeletal disorders
- Long term conditions – often attributable to unhealthy lifestyle choices such as smoking, physical inactivity and poor diet.



So, what can organisations do to support employees and create a healthy workplace culture?

Leadership and workplace culture

- Work with your senior leadership team to evaluate your workplace culture, look at how your managers communicate – is it consistent?
- What do you already know about staff health and wellbeing and staff morale?
- What does your data on recruitment, retention and sickness absence tell you?
- Does your leadership team lead by example?

Conducting a workplace Health Needs Assessment

- Consider conducting an anonymous staff survey to review health needs
- Set the scene about why you are doing it as the information can be very personal
- Tell people what you will do with the information and how it will benefit them



Health needs assessments and associated support should be reviewed on an ongoing basis and findings used to inform the companies health and wellbeing strategy. Public Health England provide a free Health Needs Assessment and employer toolkit with 23 questions that companies can use and adapt to their business needs (see resources).

Mental wellbeing and stress reduction

We all have mental health, as we all have physical health. Mental health has come into even bigger focus as a result of the pandemic. What can you do as an employer to support your employees?

- Create an environment where it is okay to talk about mental wellbeing
- Encourage regular five-minute breaks from work
- Encourage taking walks during lunch breaks
- Support effective time management and planning
- Virtual team coffee breaks work well for organisations still working from home

In order to provide more holistic support for employee mental wellbeing employers can:

- Follow the [Mental Health at Work Commitment Framework](#)
- Use resources from the [Time to Change](#) campaign to help create a supportive workplace culture
- Introduce the [Wellness Action Plan \(WAP\)](#) from Mind UK
- Consider introducing mental health first aiders or mental health champions
- Promote self-care through the use of [Every Mind Matters](#)

The Gloucestershire Healthy Workplace Award

The Healthy Workplaces Gloucestershire Award recognises local employers for the work they do to support their employees' health and wellbeing. The award is FREE and open to all Gloucestershire organisations, large and small. Working towards the award is a progressive process and there are two awards available – a foundation level and an enhanced award.

[Healthy Workplaces - Award Accreditation Process \(hwglos.org\)](http://hwglos.org)

If you would like to get involved in the Healthy Workplace Award Programme then you can register online via the website [Healthy Workplaces - Home \(hwglos.org\)](http://hwglos.org). Alternatively you can email workplaces@hlsqlos.org to request further information, or book an informal chat with one of the team.



Q&A's

How important is a diverse and inclusive culture?

A key inclusivity slogan is 'bring your whole self to work', which encourages and celebrates people to feel themselves in the workplace and is critical for a well culture and for productivity. You can't create a healthy culture if it isn't inclusive.

How important is a healthy and inclusive culture to an organisation's brand image?

It creates a culture where people want to work and want to stay and has a huge impact on how attractive an organisation is to potential employees for whom this is becoming an imperative to job searchers.

How do you measure impact and the journey?

Three hard measures can be your organisation's sickness and absence, productivity and employee turnover data. Softer measures include asking people how they are feeling and conducting surveys.

Further support and resources

[Healthy Workplaces - Home \(hwglos.org\)](http://hwglos.org)

[Workplace health needs assessment - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

www.inclusivityworks.org



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