



WELLBEING AT WORK GUIDANCE DOCUMENT

A local accreditation scheme to recognise the efforts of workplaces in Leicestershire, Leicester & Rutland in supporting the health and wellbeing of their employees.

www.active-together.org/wellbeingatwork



The Wellbeing at Work programme is delivered in partnership with our Local Authority funding partners across Leicestershire, Leicester & Rutland.

VISION AND BACKGROUND

THE LEICESTERSHIRE, LEICESTER & RUTLAND VISION FOR WORKPLACE WELLBEING

Foreword

The personal and financial benefits of improved workplace health and wellbeing, prior to the COVID-19 pandemic, was well documented. In the current climate, individuals and organisations have a renewed and increased appetite for physical, social and mental wellbeing, in an effort to prevent ill health both in the short and long-term. It's more important than ever that employees feel supported to look after their health and wellbeing at work (whether they are at work in person or working remotely).

As an employer, improving the habits and behaviours of employees will support improvements in productivity and a reduction in sickness absence, presenteeism and staff turnover.

Wellbeing at Work is designed to support local workplaces across Leicestershire, Leicester and Rutland (LLR) to prioritise and promote employee health and wellbeing, by adopting an approach which works for organisations based on their employees needs, values and beliefs. By encouraging a workforce culture that really values employee health and wellbeing, in turn we will see healthy behaviours embedded into our local communities.



In 2018/19 1.4 million workers were suffering from work-related ill health costing the UK economy £9.8bn¹.

Organisations in LLR are experiencing peaks of 12 days of sickness absence per employee, per year.



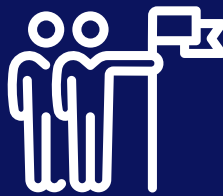
The working age population makes up 63% of the entire population of Leicester and Leicestershire⁶.

With 490,000 in employment [6], the workplace is a priority setting for health promotion, particularly in our local area.



28.2 million working days were lost due to work-related ill health [2018/19]².

Stress, depression or anxiety, and musculoskeletal disorders account for majority of cases [0.6 million]².



For most people, 25% of their week is spent at work, and so it is important that employees are positively engaged in healthy practices.



Unhealthy lifestyle behaviours and resulting chronic disease symptoms can have an adverse effect on an individual's ability to work³.



Healthy workplaces have a direct impact on communities and society and are an ideal place to promote health and wellbeing to a large, captive audience.

Benefits of Workplace Wellbeing

By promoting, managing and paying proper attention to the health and wellbeing of staff, organisations can see significant benefits to both the organisation and to the individual [i.e. employee].

Individual Level:⁴

- Health risks are reduced, and current health status improved.
- Reduction in stress levels.
- Greater job [and life] satisfaction.
- Improved sense of wellbeing [encompassing physical, mental, and social health].
- More likely to develop healthy habits that they share with their families, the healthy workers of the future.

Organisational level:^{4,5}

- Reduce costs associated with sickness absence.
- Improve recruitment and retention.
- Re-energised culture and team morale.
- Positive image for the company – workplace becomes more attractive to job seekers.

References:

¹Health and Safety Executive (2019), Health and Safety at Work: Summary Statistics for Great Britain

²Office for National Statistics (2018), Sickness Absence in the Labour Market

³Rongen et al. (2013), Workplace Health Promotion: A Meta-Analysis of Effectiveness

⁴World Health Organisation [date unknown], Workplace Health Promotion

⁵Centers for Disease Control and Prevention (2016), Workplace Health Model

⁶Leicester and Leicestershire Enterprise Partnership (2020) LLEP Area Annual Economic Profile

PLEDGE CRITERIA



By signing the Pledge, your organisation is committed to making a public declaration of its ambition to take action to support employee wellbeing by:

- Appointing a dedicated officer responsible for coordinating the organisations health and wellbeing offer.
- Demonstrating senior level buy-in and support with a signature from the organisation's director or senior leader.
- Promoting positive public health messages to employees, encouraging and supporting everyone to make healthy lifestyle choices.
- Agreeing to receive regular communication from Active Together regarding Wellbeing at Work.

By signing the Pledge, organisations will receive:

- Recognition as a pledge signatory on the Active Together website.
- Certificate and Pledge Badge to display and include on website / literature.
- Access to the Wellbeing at Work Support Package and online resources.

The Pledge badge and certificate is valid for 24 months.

Which organisations can sign up?

Organisations of any size and from any sector are encouraged to sign up to the Wellbeing at Work Pledge.

How do I sign my organisation up?

To sign the Wellbeing at Work Pledge: www.active-together.org/pledge

I would like some further information, where can I find this?

For more information on Wellbeing At Work please visit our website www.active-together.org/wellbeingatwork or contact us:

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Tel: 01509 564888

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The Wellbeing at Work programme is delivered in partnership with our Local Authority funding partners across Leicestershire, Leicester and Rutland.



Active Together's vision is to be the most active place in England, building a healthy and vibrant future for our communities.