

NORTH LINCOLNSHIRE COUNCIL

**HEALTH AND WELLBEING
MANAGEMENT GROUP**

NORTH LINCOLNSHIRE WELLBEING AT WORK SCHEME AND HEALTH CHAMPIONS UPDATE

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To provide the Health and Wellbeing Management Group with an update on the achievements of the North Lincolnshire Council Healthy Workplace Award Scheme,
- 1.2 To provide an update on the Health Champion scheme and the Healthy Workplace Awards annual celebration event for which was held in May this year.

2. BACKGROUND INFORMATION

- 2.1 North Lincolnshire Council's 'Wellbeing at Work,' Healthy Workplace Awards Scheme (HWAS); re-launched in March 2017, has been designed to provide a structured framework of facilitate partnership working with local businesses to develop health and wellbeing in the workplace, enable positive workplace cultures, and provide recognition to those organisations who value workplace health.

The overarching aims of the programme are as follows:

- To empower people to take more responsibility for their own health and well-being, working towards an understanding that health is 'everybody's business.'
- To encourage healthier workplace cultures with a view to improving both employee health and wellbeing and businesses productivity by reducing turnover of staff, and reduced sickness absence and presenteeism rates to reduce the associated economic impact of these factors.
- To provide a mechanism to disseminate key public health messages with reference to local health priorities across the adult working age population, their families and peers. (Also providing opportunity for workforce development via the Health Champion role)
- To work in partnership with local businesses and organisations on a shared North Lincolnshire health improvement agenda, working to 'make health everybody's business'.

2.2 Wellbeing at Work Development

- 2.2.1 The Scheme comprises of four award levels, Bronze, Silver, Gold and a newly introduced Platinum Award. The criteria are based around 'themed,' areas that take into account local workplace need, latest available evidence and support our local Public Health priority areas such as Smoking, Healthy Weight, Physical Activity and Active Travel, Emotional Wellbeing, Drug and Alcohol issues, and Preventing Musculoskeletal Problems.
- 2.2.2 The Platinum award level also considers some of the 'wider determinants,' of health and wellbeing such as raising attainment and aspirations of the local workforce, and considering 'beyond the gates,' involvement in community health and wellbeing projects.
- 2.2.3 North Lincolnshire Council is a member of a regional network for the Yorkshire and Humber area and the group have requested for North Lincolnshire's working model to be shared as good practice.

2.2.4 There have been over 300 workplace health champions recruited and trained as health champions as part of the scheme, with 103 of these being engaged during 2017-2018. The Workplace Health Champion Programme is driving forward a range of health and wellbeing related activity in their respective workplaces, such as lunch-time walks, jog groups, mindfulness sessions, creating opportunity for activity competitions i.e. Challenge 10,000, or regularly distributing and displaying health promotion information around key public health campaigns. The development of quarterly meetings and workshops has provided opportunities to ascertain feedback and ability to tailor additional training opportunities to meet workplace need.

2.2.5 Appendix 1 summarises the business activity within the 15 partnership network scheme for 2017/18. Additionally, there is a wider Wellbeing at Work Network comprising 23 businesses, equalling 38 businesses who work in partnership as part of the workplace network towards the improvement of the health and wellbeing of our local population. The network regularly receive Public Health and workplace health updates, campaign resources, opportunities for on-site health promotion activity, or have taken part in activity challenges.

2.3 Health Champion Achievement and Development:

2.3.1 In addition to the 200 employees that had been previously trained as Workplace Health Champions, cascading positive health messages and supporting work colleagues, peers and family members on the initial steps of making healthy lifestyle changes we have also trained 103 further workplace health champions during the Full Year (April 2017-March 2018):

	Qtr 1 (Apr -June2017)	Qtr 2 (July-Sept2017)	Qtr 3 (Oct-Dec 2017)	Qtr 4 (Jan-Mar 2018)	YTD 2017/18 TOTALS
Male	11	6	11	3	31
Female	30	20	12	10	72
Totals	41	26	23	13	103

2.3.2 To complement the baseline training delivery above we have offered development workshops and opportunities for Health Champions to develop their knowledge, skills and awareness of various health matters.

2.4 Challenge 10,000

2.4.1 This successful health promotion campaign was a workplace pedometer challenge developed by North Lincolnshire Council 'Wellbeing at Work,' team in conjunction with workplace Health Champions at British Steel. We aim to repeat this Challenge again in October 2018.

2.4.2 The results saw great participation with 368 participants taking part (92 teams of 4) respondents to the post Challenge questionnaire reported the main health and wellbeing benefits:

- 100% of respondents acknowledged that the pedometer challenge had motivated and encouraged them to increase their step count.
- 74% of respondents highlighted that they had achieved 10,000 steps or more for more than 5 times of the week, this is showing a significant increase in step count for the majority of participants.
- Main cited health benefits were; Improved mood by 50% of respondents, 44% reporting improved fitness, 41% having more energy, 26% experiencing weight loss, 24% having reduced stress levels and also other benefits including better sleep, reduced anxiety and increased confidence.
- 87% of respondents cited they intended to continue and maintain the activity established by aiming for 10,000 steps a day.

2.5 Recent Awards Event

The recent Healthy Workplace Awards Scheme Celebration and Awards Event was held on Wednesday 9th May 2018 at North Lindsey College events centre. It attracted over 80 attendees from local businesses partaking in the scheme, prospective new companies, health champions, workplace health leads, Public Health England representation, local supporting service staff and also executive and council members.

The event focussed on a themed topic around emotional wellbeing and mental health in the workplace and featured the following:

- Presentations sharing local good practice
- 6 Workplace health awards were issued to local companies taking part in the awards scheme at for varying levels of the scheme
- Opportunity provided for networking and break-out sessions to visit the health fair (including local emotional wellbeing and mental health supporting services)
- Celebrated achievements of all our workplace health champions and recognised some of the outstanding contributions made towards workplace health
- Presented our vision going forward for workplace health in North Lincolnshire during 2018/19.

2.6 Future Intentions

It is intended for both the Wellbeing at Work and Health Champions schemes to develop by increasing reach and participation. So far the focus has been primarily on larger employers, in the coming years the scheme will reach out to local schools and care/residential homes and wider small and medium employers across North Lincolnshire.

3. OPTIONS FOR CONSIDERATION

- 3.1 The Health and Wellbeing Management Group is asked to note the progress made by the Wellbeing at Work scheme during 2017-2018; including, business engagement, attainment of stages of the toolkit, the contribution of the workplace health champions, the good practice achieved and shared through the annual celebration event and the wider contribution to the improvement of the health and wellbeing of our local population.
- 3.2 The Members of the Management Group are asked to act as advocates for the scheme, and to encourage participation within the council and across North Lincolnshire.

4. **ANALYSIS OF OPTIONS**

- 4.1 The workplace health scheme is working towards improved outcomes for the people and place of North Lincolnshire: Safe, Well, Prosperous and Connected, and towards the ambition that North Lincolnshire best place to live, work, visit and invest.

5. **RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)**

- 5.1 None as a direct consequence of this report.

6. **OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)**

- 6.1 N/A.

7. **OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED**

- 7.2 No conflicts of interest declared.

8. **RECOMMENDATIONS**

- 8.1 To note the successes and ongoing work as outlined in paragraph 3.1 and to act as 'Healthy Workplace' advocates within individual organisations and across North Lincolnshire, as outlined in paragraph 3.2

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Business Activity during 2017/18

Company	Award level / Progression details
	<p>ACHIEVED PLATINUM</p> <ul style="list-style-type: none"> • Gold re-assessment portfolio assessed and passed August 2017. • Final portfolio submission for Platinum award received: 26.2.18. • Portfolio assessed, Platinum award achieved. • Received award at May 2018 celebration event.
	<p>WORKING TOWARDS PLATINUM</p> <ul style="list-style-type: none"> • Re-assessment of Gold Award level – Maintenance. • Re-assessment portfolio assessed and passed October 2017 • Currently working towards Platinum Award level.
	<p>MAINTENANCE OF GOLD AWARD LEVEL</p> <ul style="list-style-type: none"> • Gold Award achieved at March 2017 awards ceremony. • 2017/18 year focussed around award levels maintenance in preparation for further progression to Platinum award.
	<p>MAINTENANCE OF GOLD AWARD LEVEL</p> <ul style="list-style-type: none"> • Focus on Gold Award re-assessment due in 2018/19 before progression towards Platinum award level.
	<p>ACHIEVED SILVER</p> <ul style="list-style-type: none"> • Bronze award received at March 2017 awards ceremony. • Progression continued to Silver Award level. • Final Portfolio submission for Silver award received: 9.4.18 • Portfolio assessed, Silver award achieved. • Received award at May 2018 celebration event. • Currently considering Gold Award progression during 2018/19.
	<p>ACHIEVED SILVER</p> <ul style="list-style-type: none"> • Progression continued to Silver Award level. • Final Portfolio submission for Silver award received: 20.4.18. • Portfolio assessed, Silver award achieved. • Received award at May 2018 celebration event. • Currently considering Gold Award progression during 2018/19.
	<p>WORKING TOWARDS SILVER</p> <ul style="list-style-type: none"> • Achieved Bronze award level 2014/15. • Break from scheme. • Re-signed up for Silver Award progression 8.2.18. • Currently working on Silver Award progression during 2018/19.
	<p>MAINTENANCE OF BRONZE AWARD LEVEL</p> <ul style="list-style-type: none"> • Currently maintaining Bronze Award Level. • Several discussions held during 2017 to look at further progression to Silver Award level.
	<p>MAINTENANCE OF BRONZE AWARD LEVEL</p> <ul style="list-style-type: none"> • Received official Bronze Award Level at March 2017 event. • Currently maintaining Bronze Award.
	<p>ACHIEVED BRONZE</p> <ul style="list-style-type: none"> • Initial sign up to the awards scheme following March event 2017. • Final Portfolio submission for Bronze award received: 16.4.18 • Portfolio assessed, Bronze award achieved. • Received award at May 2018 celebration event.

	<p>ACHIEVED BRONZE</p> <ul style="list-style-type: none"> • Initial sign up to the awards scheme 10.1.18. • Final Portfolio submission for Bronze award received: 17.4.18 • Portfolio assessed, Bronze award achieved. • Received award at May 2018 celebration event.
	<p>WORKING TOWARDS BRONZE</p> <ul style="list-style-type: none"> • Initial sign up to the awards scheme 16.11.17. • Attended May 2018 celebration event to find out more about what other businesses had done to progress on scheme. • Currently working towards Bronze Award Level during 2018/19.
	<p>WORKING TOWARDS BRONZE</p> <ul style="list-style-type: none"> • Initial sign up to the awards scheme 6.3.18. • Official sign up activity held at May 2018 celebration event. • Currently working towards Bronze Award Level during 2018/19.
	<p>WORKING TOWARDS BRONZE</p> <ul style="list-style-type: none"> • Initial sign up to the awards scheme 3.4.18. • Attended May 2018 celebration event to find out more about what other businesses had done to progress on scheme. • Currently working towards Bronze Award Level during 2018/19.
	<p>WORKING TOWARDS BRONZE</p> <ul style="list-style-type: none"> • Initial sign up to the awards scheme 17.4.18. • Attended May 2018 celebration event to find out more about what other businesses had done to progress on scheme. • Currently working towards Bronze Award Level during 2018/19.

