

JOIN US!

Wakefield Workplace Wellbeing CHARTER

Our vision is to create health promoting
and productive workplaces throughout the
Wakefield District



The 5 'Es'

There are five key principles to follow in order to create a healthy workplace:

EVIDENCE:

A healthy workplace collects and uses evidence to identify the health and wellbeing needs of a people employed there. This will enable the workplace to meet the people's needs and make a positive difference to their health and wellbeing. Evidence can also help inform future decisions by telling us what has worked well and why.

EVERYONE:

A healthy workplace looks to improve the health and wellbeing of everyone, including employees, customers and visitors. They do this by making sure they recognise that different people have different needs, offering range of choices to ensure they are fully inclusive. Everyone should have a say in how their workplace can improve their health and wellbeing.

EVERYTHING:

Healthy workplaces recognise that everything within that workplace has the potential to impact, both positively and negatively, on people's health and wellbeing. Changes can be made to existing facilities and services that increase those positive impacts, and reduce the negative ones.

EVERYDAY:

A healthy workplace promotes and protects health and wellbeing on an on-going basis as part of its everyday activities. The protection and improvement of health and wellbeing should be part of a rolling programme and not a one-off fixed-term project with a set end date.

EASY:

Healthy workplaces endeavour to make healthy choices the easy and more attractive choices for people to make.

"Carrying out a simple staff survey to discover employees health wants and needs can help target workplaces health activities."

"It's important to involve staff from a variety of levels, roles and departments in the planning and implementation of all workplace health activities. It's not just a case of leave it to HR."

"Workplace health and wellbeing objectives should be integrated in to corporate plans."

"It's important workplace health activities are ongoing One-off events don't usually work."

THIS CHARTER ALSO HAS FIVE KEY OBJECTIVES NECESSARY TO ACHIEVE OUR VISION, THESE ARE:

A PHYSICALLY ACTIVE WORKFORCE

Not doing enough physical activity can play a part in people developing a range of health conditions such as diabetes, heart disease, high blood pressure and stroke. All of which can result in people taking more time off work sick and in some cases being unable to work at all. This creates a variety of expenses for employers including sick pay and staff cover, as well as the costs of recruiting and training replacement staff.

A PRODUCTIVE WORKFORCE

Poor employee health and wellbeing has been identified as a significant barrier to increased productivity in many businesses. It has been estimated ill health in the working population costs Britain's economy around £100 billion each year, which is the equivalent of 175 million wasted work days.

A WORKFORCE THAT IS ABLE TO MAKE HEALTHY CHOICES

The lifestyle choices we make, such as whether we smoke, what we eat or drink and how physically active we are, can have an impact on our health and wellbeing. Businesses that make it easier for their employees to make healthy choices while at work, such as eating healthier snacks or taking more exercise, can see a boost in productivity. The cost to the UK economy of people taking time off work due to illnesses related to smoking alone is over £1.4 billion each year.

A HAPPY AND STRESS FREE WORKFORCE

The Health and Safety Executive (HSE) estimate work related stress costs the British economy over £3.5 billion each year. Recent research has suggested that work stress might even damage health as much as secondhand smoke exposure.

A SAFE WORKFORCE

People off work due to accidents and injuries are estimated to cost the British business over half a billion pounds each year. A cost which gets even greater when increased insurance premiums, legal costs and fines resulting from workplace accidents are also taken into consideration.

JOIN US!

TO MAKE WAKEFIELD WORKPLACES HEALTHY



If you agree that workplaces should promote good health and wellbeing, then why not sign up to the **Wakefield Workplace Health and Wellbeing Charter**. By signing up to the Charter you pledge to encourage healthy behaviours within your workplace and support staff with their needs.

Workplaces which can demonstrate that they are promoting good health and wellbeing in the workplace will be awarded the Wakefield Workplace Health and Wellbeing Charter Mark.

BUSINESSES CAN HELP TO IMPROVE THE HEALTH AND WELLBEING OF EMPLOYEES BY:

- Implementing a Workplace Wellbeing Policy to show you are committed to improve staff health and wellbeing.
- Encourage staff to take part in a health needs assessment.
- Make sure staff are aware that you are keen to support them get healthy.
- Pledge to support staff to make healthy lifestyle choices.
- Ensure workplace stress is managed effectively.
- Support healthy lifestyle choice.
- Ensure staff follow health and safety rules and guidelines.

HOW TO SIGN UP TO THE CHARTER

You can register your interest in the Charter on line at www.wakefield.gov.uk/workplacehealth



@MyWakefield



www.wakefield.gov.uk



Wakefield Wellbeing



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