

The Healthy Workplace Standards

A framework to improve the health and wellbeing of the Milton Keynes, Bedford Borough and Central Bedfordshire workforce.

In partnership with The Office of Health Improvements and Disparities, and partners across the Eastern Region

Introduction

The workforce is a business's best asset and having a healthy workforce makes good business sense.

Although many workplaces want to support their employees' health and wellbeing, it is difficult to know where to start. It is also a challenge for workplaces to know where to go to for up to date, reliable information, and resources to support workplace health.

Participation in the Healthy Workplace Standards provides a simple and accessible framework, which supports improvements in workplace health and wellbeing. The Standards are evidence informed and can help to promote a positive workplace culture and sustainable improvements in mental and physical health for all.



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People in the UK on average work 36 hours per week which means **21% of our week is spent at work.**

(Office of National Statistics (ONS) Census 2021)

Effective workplace health interventions can return **£2-£34 for every **£1** spent.**

(ERS Research and Consultancy. Health at work: Economic Evidence Report 2016).

- **31%** of UK employees have a **long-term health condition**. *(Health matters: health and work, 2019)*
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- **1 in 6** adults will have experienced a **common mental health disorder in the past week** *(Health matters: health and work, 2019)*
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- On average for every **£1 spent on mental health support in the workplace**, there is an average of **£5 return on investment**. *(Deloitte, Mental health and employers. The case for investment – pandemic and beyond, 2022)*
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- The **estimated total cost of absenteeism, presenteeism and staff turnover** has increased by **25%** since 2019, reaching an **estimated annual cost of £53-56 billion** between 2020-2021. *(Deloitte, Mental health and employers. The case for investment – pandemic and beyond, 2022)*

The RAND Corporation 2018 Review found the adoption of workplace accreditation standards contributed to:
“Improvements in policies, infrastructure and the provision of wellbeing programmes by participating organisations, such as sickness absence, job satisfaction and staff morale”.

The Healthy Workplace Standards



The Healthy Workplace Standards cover eight topics and set out different requirements for small, medium, and large businesses at bronze, silver, and gold levels.

1. Leadership
2. Absence Management
3. Smoking and Tobacco Use
4. Health and Safety
5. Substance Misuse
6. Healthy Eating and Physical Activity
7. Inclusive Employment
8. Mental Health and Wellbeing

The Healthy Workplace Standards invite employers to take an honest look at how their organisation is performing and offer a flexible approach by allowing employers to focus on as many standards, at any level and within their own timescale.



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Steps to achieving the Healthy Workplace Standards:

1. Ensure senior level commitment
2. Establish a team
3. Register for the Standards
4. Carry out a baseline assessment of health and wellbeing need
5. Decide which standards to work towards
6. Receive support from the Public Health Workplace Health Team
7. Submit the evidence for the Standards
8. Receive a certificate or award recognising the achievement

To register for the Workplace Health Standards or to find out more:

- **Web:** www.healthyworkplaceaward.org.uk
- **Email:** public.health@milton-keynes.gov.uk *

*This email address should also be used for workplaces located in Central Bedfordshire, Bedford Borough and Milton Keynes.



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