

WORKPLACE HEALTH

A BULLETIN FOR EMPLOYERS TO SUPPORT WORKPLACE HEALTH AND WELLBEING

A FOCUS ON THE 5 WAYS TO WELLBEING



LGBTQ+ History Month 2024

Medicine – #UnderTheScope

The 2024 theme celebrates LGBTQ+ peoples' contribution to the field of Medicine and Healthcare both historically and today.

Creating a workplace culture where discrimination on the basis of sexual orientation and gender identity is not accepted will support and enable people to do their best work. Organisations should consider making their actions meaningful by engaging with the workforce in the development of policies and by ensuring swift action and support where employees are being discriminated against.

The workplace health team would like to wish you all a happy and healthy New Year.

Why not start as you mean to go on by promoting the 5 ways to wellbeing at work?

The health and wellbeing of employees is a valuable asset. Workplaces that prioritise health and wellbeing have better engagement, reduce absenteeism and increase productivity. Research shows there are 5 simple things you can promote as part of your employee's daily work life to build resilience and boost wellbeing. These are known as the 5 ways to wellbeing.



CONNECT – Good relationships are important for a sense of belonging and self worth

Ensure regular 1:1s and catch ups are embedded within your organisation. Encourage meeting in person and provide break out areas to encourage social interaction. Take time to chat and connect with your workforce. Promote employee engagement.



BE ACTIVE – being active is great for physical and mental health

Encourage everyone who can to take the stairs, have team walks or walking meetings. Try work activities such as desk workouts; engaging with local leisure activities such as Street Tag and Love Exploring or enable people to walk or cycle to work by providing changing and shower facilities, bike racks and incentive schemes.

TAKE NOTICE – Paying attention to the present moment and the world around you can improve wellbeing

Be aware of your employees and notice what is taking place for them. Offer mindfulness sessions. Value your workforce and reward people's efforts and hard work. Ensure there is sufficient capacity to enable employees to focus on tasks and avoid stress.

KEEP LEARNING – learning new skills can raise self esteem and sense of purpose

Provide opportunities for continual learning and development to meet everyone's learning needs. Create an open culture enabling employees to be curious and active in their own development. Offer a range of training opportunities and consider introducing clubs reflecting employees' interests.

GIVE – Acts of giving and kindness can help improve happiness and life satisfaction

Give recognition and thanks for hard work. Make yourself available by giving your time to your workforce. Lead by example with positive acts of kindness. Consider paid time off for volunteering.

Where to go to for support with the 5 ways to wellbeing:

Connect and Give

Community Voluntary Service employer-supported volunteering opportunities in Bedfordshire.
Living it up offer volunteering opportunities.
Community Action MK a volunteering hub for Milton Keynes.

Be Active

Physical activity toolkit for employers
Couch to 5K
Leisure centres Central Bedfordshire Council
Leisure centres Bedford Borough Council
Leisure facilities Milton Keynes City Council
Get running with Couch to 5K – NHS (www.nhs.uk)

Keep learning

Workplace Health Training and webinars WPH service brochure

Take notice

Mindfulness – Talking Therapies Milton Keynes and Talking Therapies Bedfordshire.



If you would like to register for The Healthy Workplace Standards

[click here.](#)

If you need help to improve the health and wellbeing of your workforce please visit the Healthy Workplace webpages. You will find a range of resources and **FREE** Workplace Health and Wellbeing Service Offers.

If you would you like to be added to our mailing list or for more information on:

- The Healthy Workplace Standards. A best practice framework and award scheme
 - Free training and workshops on a range of health and wellbeing topics
 - A range of information and resources covering all aspects of workplace health
- Please email the Workplace Health Team at public.health@milton-keynes.gov.uk



Public Health:
Working together to improve the health and wellbeing of our communities

