

MAYOR OF LONDON

LONDON HEALTHY WORKPLACE AWARD



RESOURCES FOR EMPLOYERS

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Greater London Authority
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THE LONDON HEALTHY WORKPLACE AWARD - INTRODUCTION

The London Healthy Workplace Award (LHWA) is a set of standards that organisations work towards to receive an official accreditation. It acts as a template framework for good practice and recognises London employers who invest in their employees' health and wellbeing. The programme supports organisations of all sizes across the public, private and voluntary sectors.

The business benefits of developing a healthy and committed workforce are now well established. These include:

- Lower absence rates
- Fewer accidents
- Improved productivity and
- Greater employee engagement.

By achieving the London Healthy Workplace Award you will gain public recognition from the Mayor of London for your leadership and investment in putting the health and wellbeing of your employees at the centre of your business.

The standards in each framework are evidence-based, taking account of best practice from research and organisational experience.

They are relevant not only in the business-as-usual context, but to a range of work situations, including major incidents, such as the COVID-19 pandemic.

THE RESOURCES

There are numerous resources available to help support individuals and organisations with health and wellbeing in the workplace. The LHWA team have identified and collated a number of freely available resources to support your organisations. This is by no means an exhaustive list but is intended to help provide you with some key resources designed to support health and wellbeing at work. A broad range of resources are referenced in this document including: guidance, toolkits, checklists and surveys.

The resources have been categorised in line with the three LHWA "pillars":

1. Corporate Support for Wellbeing
2. Mental Health and Wellbeing
3. Healthy Lifestyle Promotion

For more information on the LHWA, please contact the LHWA team: londonhealthyworkplace@london.gov.uk

Corporate Support for Wellbeing

Provider	Link	Summary
NHS employers	https://www.nhsemployers.org/retention-and-staff-experience/health-and-wellbeing/developing-your-health-and-wellbeing-strategy/developing-your-strategy	Information from NHS Employers on developing a health and wellbeing strategy
What Works Wellbeing	https://whatworkswellbeing.org/wp-content/uploads/2020/07/question-bank-workplace-wellbeing-July2020.pdf	This question bank provides validated questions that organisations can use to measure and monitor employee wellbeing. There is national data available for many of the questions enabling organisations to benchmark their results.
Workplace health needs assessment	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/674851/Workplace Health Needs Assessment 2018.pdf	This free resource from Public Health England (PHE), is a tested tool to carry out a workplace health needs assessment. It is for employers of all types and sizes, providing practical advice including survey questions and advice on their use.

Corporate Support for Wellbeing

Provider	Link	Summary
Business In the Community	https://www.bitc.org.uk/toolkit/health-and-wellbeing-at-work-summary-toolkit/	A toolkit which provides practical, evidence-based guidance for improving health at work. This toolkit provides an excellent summary of the previous employer toolkits and includes guidance on mental health; musculoskeletal (MSK) health; physical activity and healthier weight; substance misuse; alcohol and tobacco; sleep and recovery; suicide; and domestic abuse.
Chartered Institute of Personnel and Development	https://www.cipd.co.uk/knowledge/fundamentals/people/line-manager/business-case-for-people-professionals	The CIPD has developed a series of quick and easy to use guides and exercises specifically for line managers. The resources are based on research funded by the CIPD and led by Affinity Health at Work (AHAW).
Acas	https://www.acas.org.uk/absence-from-work	Guidance from Acas on absence from work.
Health and Safety Executive	http://www.hse.gov.uk/stress/assets/docs/returntowork.pdf	A Return-to-Work questionnaire from the Health and Safety Executive.

Corporate Support for Wellbeing

Provider	Link	Summary
The Society of Occupational Medicine	https://www.som.org.uk/Returning_to_the_workplace_COVID-19_toolkit_FINAL.pdf	Designed for professionals, this resource provides advice for employers and employees who are returning to work after lockdown.
Chartered Institute of Personnel and Development	https://www.cipd.co.uk/knowledge/fundamentals/relations/flexible-working/hr-toolkit	An evidence-based flexible working toolkit for HR professionals to help organisations implement flexible working
WELL Building Standard	https://www.wellcertified.com/certification/v2/	These Building Standards help organisations deliver workspaces that enhance health and wellbeing.
Health and Safety Executive	http://www.hse.gov.uk/pubns/ck1.pdf	Display screen equipment workstation checklist from HSE.

Mental Health and Wellbeing

Provider	Link	Summary
City Mental Health Alliance	http://citymha.org.uk/city-mental-health-alliance-launches-its-guide-to-thriving-at-work/	Guide to Thriving at Work - A toolkit from City Mental Health Alliance that aims to support businesses, which employ over 500 people, to become mentally healthy workplaces. The recommendations are mapped against the Stevenson/Farmer 'Thriving at Work review of mental health and employers.'
Mental Health at Work	http://bit.ly/3q7NijK	Online resources that relate to workplace mental health including documents, tips, videos, courses, templates, podcasts, and lots of information.
City Mental Health Alliance	https://citymha.org.uk/docs///CMHA-Mental-Health-Race-Toolkit.pdf	Mental health and race in the workplace. A toolkit to help organisations support the positive mental health of their employees who are from Black and Minority Ethnic backgrounds.
Affinity Health at Work; Sheffield University; Birkbeck, University of London	http://affinityhealthatwork.co.uk/our-research	"IGLOo" guides to staying mentally healthy at work during COVID-19, for employees, colleagues, line managers and HR/OH professionals. <i>Versions of these are also available to use in the context of return to work after mental ill health sickness absence.</i>

Mental Health and Wellbeing

Provider	Link	Summary
British Psychological Society	bit.ly/3rtw54g	Guidance from the BPS. A guide for employers and employees on COVID-related anxiety and distress in the workplace.
Chartered Institute of Personnel and Development	http://www.workstress.net/sites/default/files/mcmanagers.pdf	Line management behaviour and stress at work. Updated guidance for line managers – the guide outlines what line managers need to do to prevent and reduce stress including specific management competencies developed through research.
Health and Safety Executive	https://www.hse.gov.uk/stress/assets/docs/indicatortool.pdf	The HSE Management Standards indicator tool – a 35 item questionnaire that relates to the six primary stressors for work-related stress (demands, control, support, relationships, role, and change). The survey can be used as a stand-alone questionnaire or the questions can be added into other surveys.
Health and Safety Executive	http://www.hse.gov.uk/stress/mcit.pdf	Line manager competency indicator tool. This tool is designed for managers to assess whether the behaviours identified as effective for preventing and reducing stress at work are part of their management repertoire or not.

Mental Health and Wellbeing

Provider	Link	Summary
Health and Safety Executive	https://bit.ly/3q91XLf	A very useful toolkit that managers may find helpful to use when discussing stress at work.
Good Thinking	https://www.good-thinking.uk	Good Thinking is an online service which aims to support Londoners to better manage and maintain their mental wellbeing.
Thrive LDN	https://thrivedn.co.uk/resources/coping-well-during-covid/	Coping well during Covid webinars. An NHS-led series of 60-minute webinars which cover a variety of topics, including anxiety, low mood, and burnout.
Mind	http://bit.ly/36Wada1	Wellness Action Plans (WAPs) are a practical way to help you support your own mental health at work. Mind provides two guides for individuals who want to introduce WAPs, one for line managers and one for employees.
Able Futures	https://able-futures.co.uk/mental-health-support-for-employers	Able Futures delivers the Access to Work Mental Health Support Service to support employees and apprentices who have something on their mind that is affecting their time at work.

Healthy Lifestyle Promotion

Provider	Link	Summary
Public Health England	https://bit.ly/2Qpx4Cg	"Health matters: getting every adult active every day". This includes good infographics, including "How much physical activity should you do?" And "What are the health benefits of physical activity?"
Business In the Community	https://www.bitc.org.uk/toolkit/musculoskeletal-health-toolkit-for-employers/	"Musculoskeletal health in the workplace: a toolkit for employers" - from Business in the Community.
Business In The Community	https://wellbeing.bitc.org.uk/all-resources/toolkits/physical-activity-healthy-eating-and-healthier-weight-toolkit-employers	"Physical activity, healthy eating, and healthier weight: a toolkit for employers" – from Business in the Community.
British Heart Foundation	https://www.bhf.org.uk/informationsupport/heart-matters-magazine/activity/rainy-day-desk-yoga	"Rainy-day desk yoga" – from the British Heart Foundation. This a simple yoga sequence to help improve posture and loosen joints.
Public Health England	https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/551502/Eatwell_Guide_booklet.pdf	The Eatwell Guide.

Healthy Lifestyle Promotion

Provider	Link	Summary
Public Health England	https://apps.apple.com/gb/app/one-you-days-off/id1196694906	Free PHE app "One You Days Off" – an easy way to track the days you drink alcohol and the days you do not.
SMART Work (Stand More At Work)	https://www.smartworkandlife.co.uk/about	SMART Work is a free, evidence-based toolkit for organisations to use designed to help employees sit less whilst at work. There are three resource kits, one aimed at managers, one aimed at workplace champions and one aimed at individual employees.
Stop Smoking London	https://stopsmokinglondon.com/	The website for Stop Smoking London which has been developed to support a London-wide initiative to help Londoners stop smoking.
NHS	https://www.nhs.uk/live-well/quit-smoking/10-self-help-tips-to-stop-smoking/	"10 self-help tips to stop smoking" – from NHS Live Well.
Institute of Grocery Distribution	https://bit.ly/36P9UOj	Guidance from IGD on healthy eating in the workplace, based on research conducted by the Behaviour and Health Research Unit at the University of Cambridge.
