

Welcome to the Coventry and Warwickshire Workplace Wellbeing Forum

29th March 2022



Wellbeing for Life: Health in Warwickshire and Coventry

Nadia Inglis – Consultant in Public Health

(slides courtesy of Duncan Vernon, Consultant in Public Health)

29th March 2022





What is good health

- **Good health is not just about healthcare or long term illnesses –** although recognising actions to prevent illness is important strand.
- **Good health includes mental wellbeing**
- **Good health gives people the capacity and ability to do things –** be socially active, enjoy hobbies, maintain a job & generally all of the things that people do to feel satisfied in life



How do we measure the health of populations?

- Healthy Life Expectancy is one way we can use to see how healthy groups of people are
- It describes the average age that someone might expect to live in good health
- Earlier onset of chronic illnesses and the more people living with long term conditions will lead to lower healthy life expectancies.
- Poor mental health and musculoskeletal conditions also contribute significantly



Male healthy life expectancy league table

League position	Area	Healthy Life expectancy
1	Rutland	71.5 years
2	Richmond upon Thames	71.4 years
3	Wokingham	70.1 years

146	Nottingham	56.4 years
147	Hull	56.3 years
148	Blackpool	53 years

Male healthy life expectancy league table

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Coventry?

Warwickshire?

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Male healthy life expectancy league table

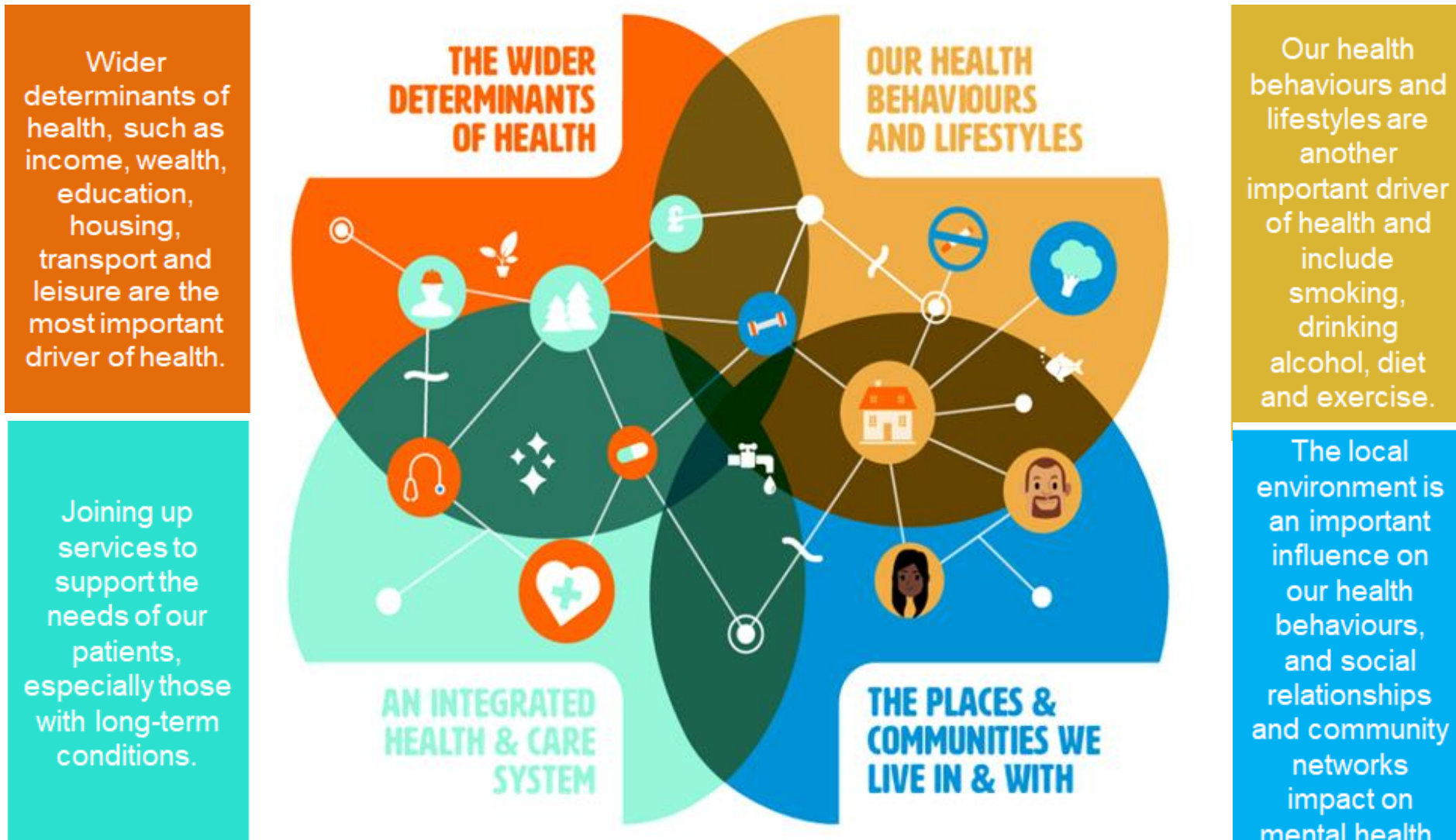
League position	Area	Healthy Life expectancy
1	Rutland	71.5 years
2	Richmond upon Thames	71.4 years
3	Wokingham	70.1 years
39	Warwickshire	64.4 years
81	Coventry	61.9 years
146	Nottingham	56.4 years
147	Hull	56.3 years
148	Blackpool	53 years



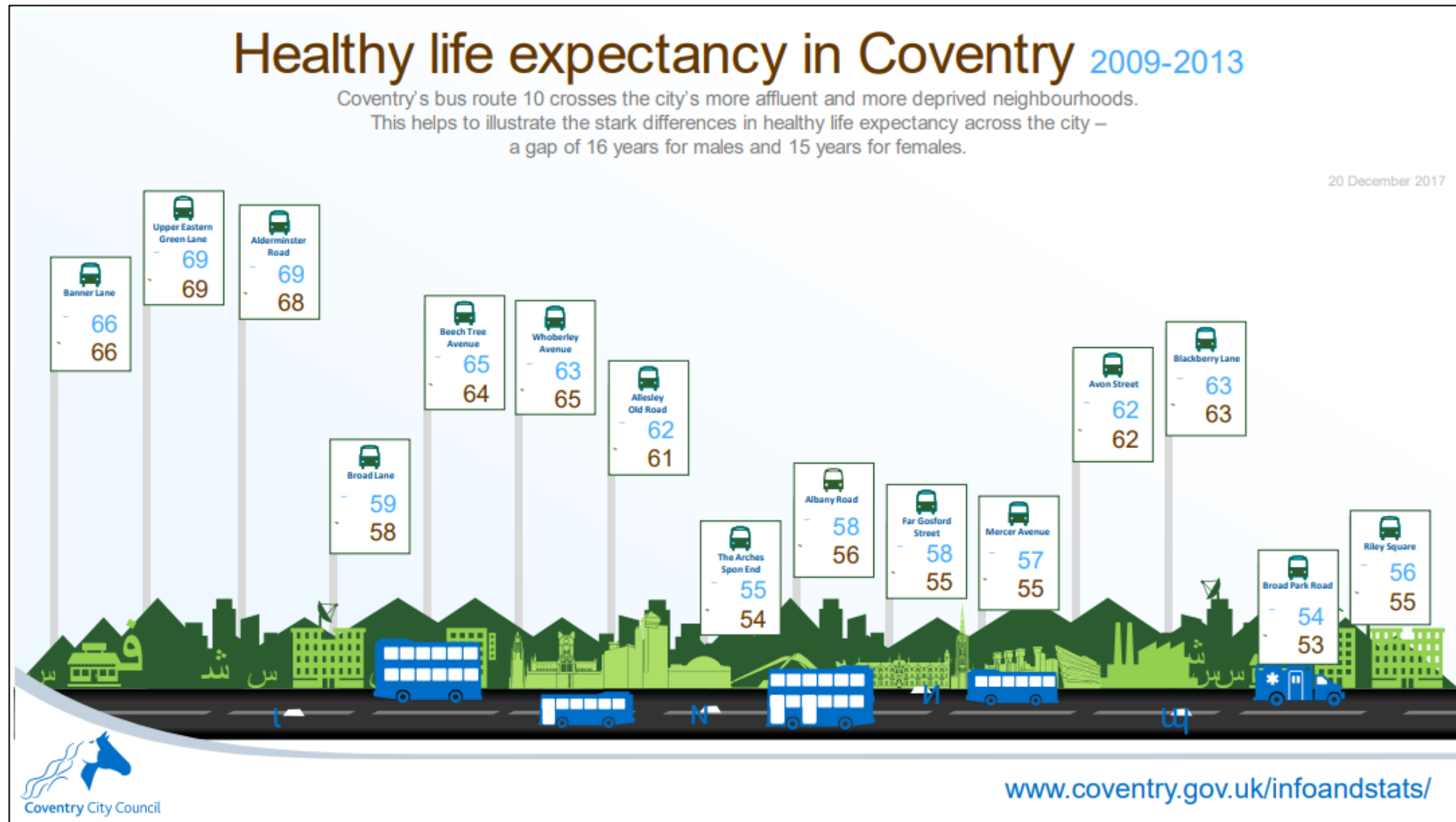
What is the difference between Wokingham and Nottingham



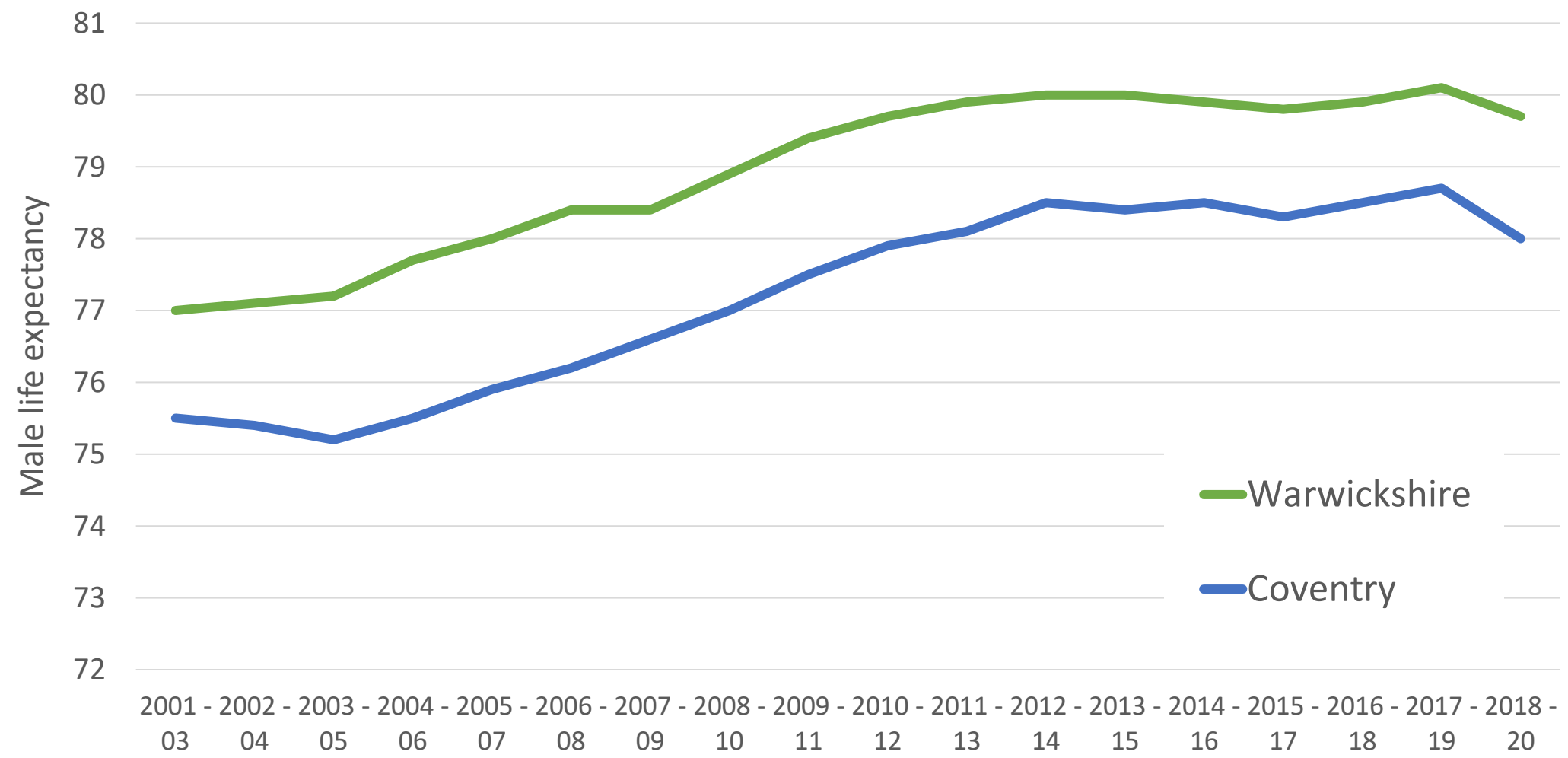
What influences good health....



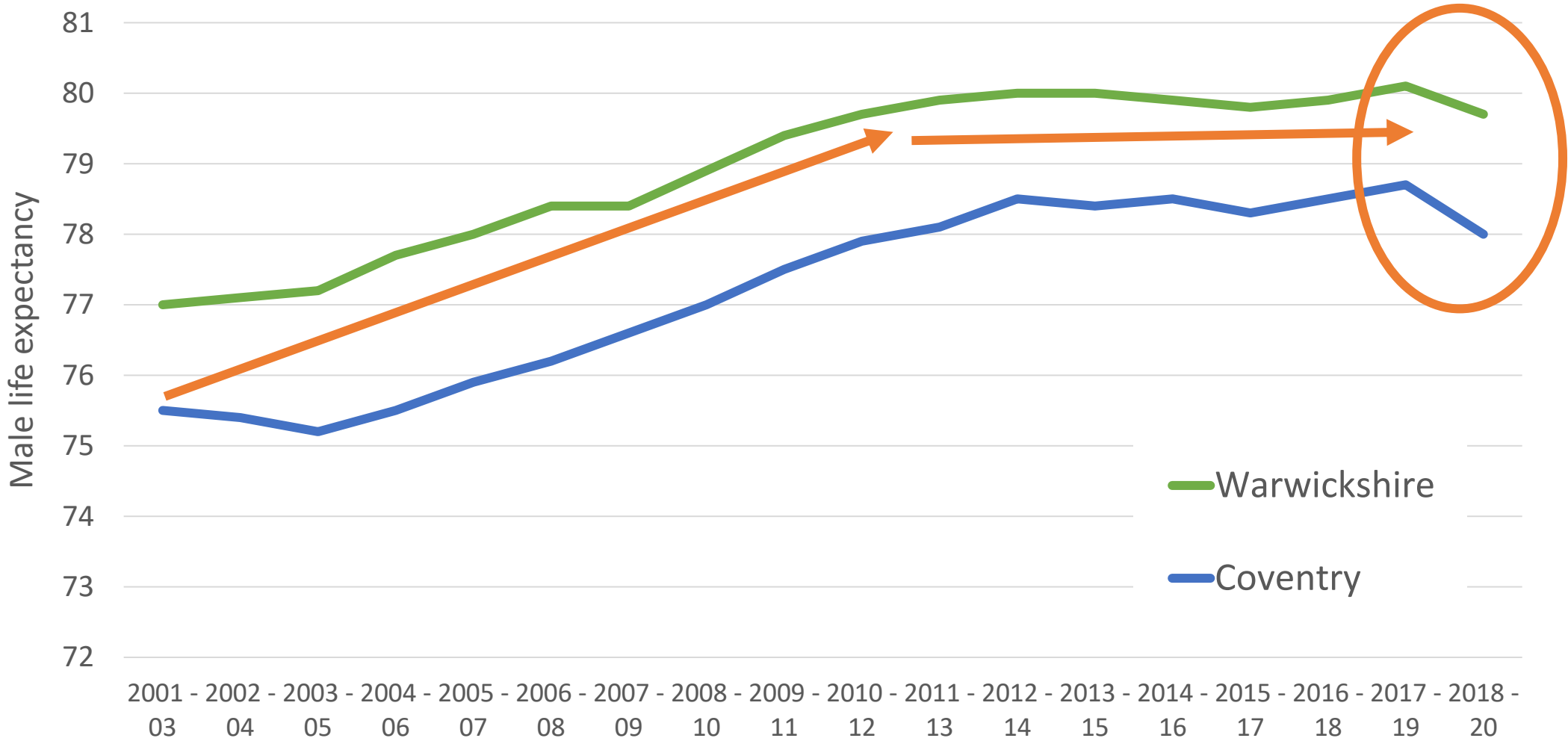
There are inequalities inside our local area too



We have a problem....



We have a problem....



Impacts of the pandemic

- Felt much more deeply in more deprived areas and amongst communities that are diverse
- Traumatic – more people with poor mental wellbeing
- Changes in habits – less physical activity, more drinking at home
- Impacted on family life - unemployment and children's education
- **All of this is connected!**



So what can we do....

- The point of today
- These population health challenges are reflected in our workforce – or people who could be joining it
- A healthy workforce is a productive one – true whether we are thinking about economic growth or a business

Practical first steps...



Wellbeing for Life is an initiative running across Coventry and Warwickshire with the aim to raise the profile of local prevention opportunities and encourage people to be proactive about their own health and wellbeing.

<https://www.wellbeing4life.co.uk/wb4lresources>

- Utilise the free resources
- Share events and information with your employees
- Use the logo to promote Wellbeing for Life campaigns

Signing up to Thrive at Work

<https://www.wmca.org.uk/what-we-do/thrive/thrive-at-work/>



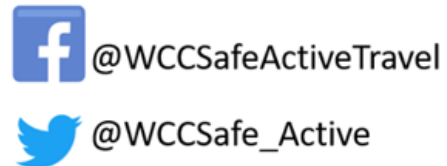
- Fully funded for workplaces across Coventry & Warwickshire
- Fully supported
- Happier Workforce
- Healthier Workforce
- More Productive Workforce
- Visit the Thrive at Work team at the exhibition for more information

Slide Break



Safe and Active Travel in the Workplace

Kate Castle, Rachel O'Connell, Tim Snazell
Road Safety Education Team



@WCCSafeActiveTravel

@WCCSafe_Active

For further information please email
roadsafetyeducation@warwickshire.gov.uk



Providing Positive Outcomes

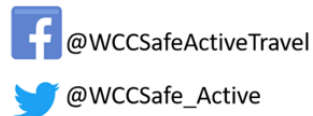
Health: increases physical activity and improve wellbeing

Transport: removing car journeys contributes to reduced congestion.

Environmental: Reduced car travel means reduced carbon emissions and improved air quality.

Economic: Healthier employees are more productive, and personal savings for those who switch.

Social Connection with neighbourhood.



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Travel Behaviour Change

People change their behaviour in response to the world around them, in their understanding of the world and in their own perceptions.

New behaviours need seem:

- More advantageous

- More 'me'

- More prevalent

- More Doable

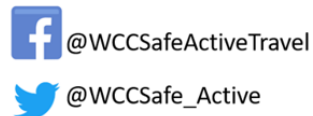
Who is involved in changing behaviour?

Employers: positive messaging, practical support, modelling, providing facilities

Employees: recognise benefits and motivators, make a plan and develop coping mechanisms.

Peers: provide support, modelling desired behaviour.

External Organisations: sources of information, training, modelling and positive messaging.



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Travel Behaviour Change

What could positively influence travel behaviour change?

Education

Training

Communication

Time

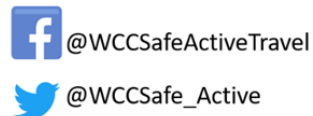
Social Support

Benefits / Rewards

Cost / Benefit Ratio

Workplace Policies

How could your organisation support travel behaviour change?



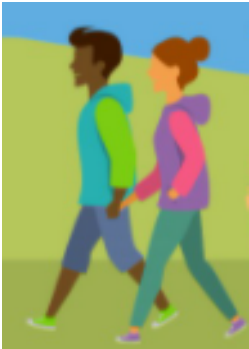
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Active Travel

In a recent survey of 2260 Warwickshire residents, **65%** stated they would prefer to travel more actively if they could.

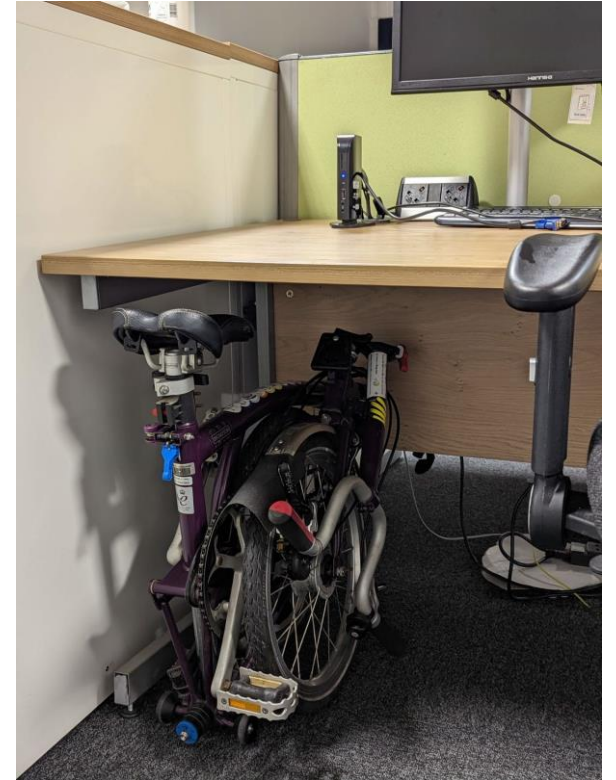
40% would prefer to walk than drive



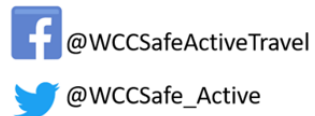
15% would prefer to cycle



10% would like to use a Park and Stride



How are you supporting your employees to travel actively?



For further information please email roadsafetyeducation@warwickshire.gov.uk



Back to Basics – Practical Steps You Can Take

When we asked the question about campaigns to encourage active travel and resources available to those who chose to travel actively, **52%** of respondents said they didn't know about national campaigns, or resources or have information about practical ways to travel actively.

What you can do to help your staff travel actively to work

Get some data

Review your policies

Map the route to work

Provide Travel Information

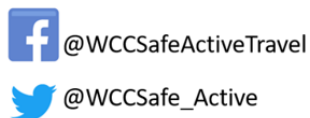
Car Share scheme or Bike buddies

Bike Training and maintenance

Practical Support

National Campaigns

Workplace Champions



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Why Have a Travel Plan?

Move away from car dependency

Enhanced Corporate Image

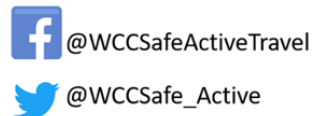
Park & Stride

Reduce absenteeism - staff who walk and cycle to work will be fitter, healthier and more productive

Improve traffic flows

Save money

Increase staff retention – make your workplace more attractive to potential employees



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Case Study - St Cross Hospital

Research

Site Audit

Survey staff

Be flexible

Collaborate

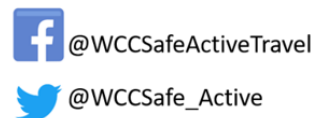
Behaviour Change

Gather evidence

Timing

Events

Monitor & Evaluate



@WCCSafeActiveTravel

@WCCSafe_Active

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Shaping the Workplaces of tomorrow

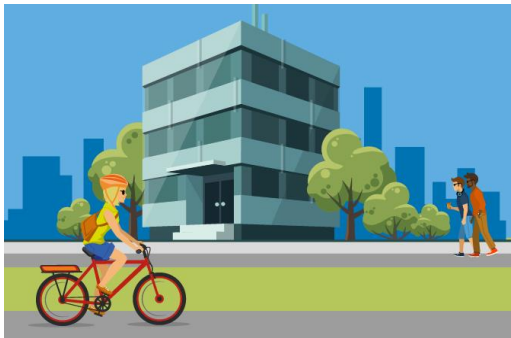




Hybrid

Flexible

Green

Greater transport options



 @WCCSafeActiveTravel
 @WCCSafe_Active

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Places to visit

WCC Climate Emergency

<https://www.warwickshireclimateemergency.org.uk/>

WCC Safe and Active

<http://www.safeactivetravelwcc.co.uk/>

Sustrans

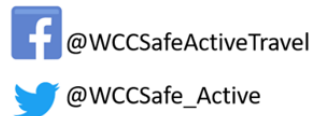
<https://www.sustrans.org.uk/>

Living Streets

<https://www.livingstreets.org.uk/>

Cycling UK

<https://www.cyclinguk.org/>



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roadsafetyeducation@warwickshire.gov.uk



Slide Break





WORKPLACE WELLBEING: OUR JOURNEY

Jon Fisher
CEO, GRS Group

June 2021

grs
We go beyond



GRS in round numbers

800
people

All over the country but most based in our Nuneaton headquarters

250
top track firm

One of the fastest climbers in the Sunday Times Top Track 250

50
locations

We have sites from Newquay to Norfolk, and Essex to Edinburgh

20
million tonnes

Material we trade and transport each year (would fill Wembley 20 times!)

5
core values

*Caring,
Inspiring,
Developing,
Excelling with a
Can-Do attitude*

People are at the heart of everything we do





NO HARM. DONE.

- Look after yourself
- Look out for each other
- Say what you see
- Take your time
- Believe in zero harm

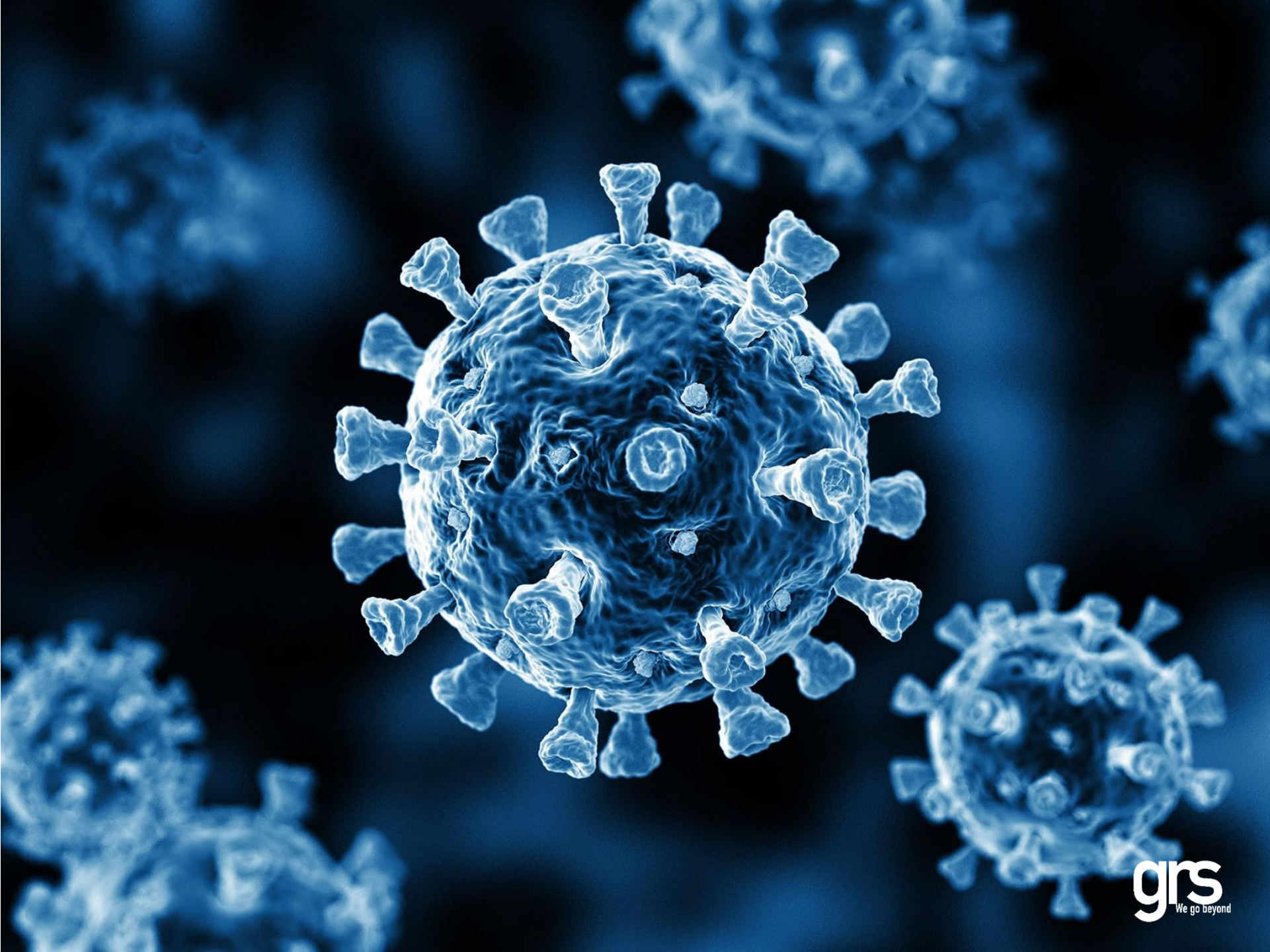
"At GRS, employees, contractors, visitors - has the RESPONSIBILITY to ensure no harm is done to the property or the environment."

Jon Fisher -



#Wegobeyond HEALTH & SAFETY





grs
We go beyond

grs
We go beyond



**thrive
at work**

Workplace Wellbeing
Foundation Award

OFFICIAL

grs
We go beyond

Let's talk!

grs
We go beyond

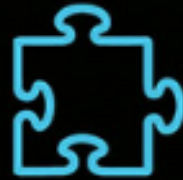
Appendices



CARING



INSPIRING



DEVELOPING



EXCELLING



CAN-DO



**No 1
in
people**

+



**No 1
in customer
service**

=



**No 1
in our chosen
markets**

Thank you for attending today
For any questions please contact:
josouthan@warwickshire.gov.uk

