

Directorate of Communities and Skills

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Dear Karen

London Healthy Workplace Award Accreditation

Many congratulations on successfully satisfying the criteria for **Foundation** level!

The London Healthy Workplace Award is a pan-London framework that supports and recognises investment in staff health and wellbeing, partnering local public health resource with employers. It complements the Mayor's Good Work Standard which is designed to work alongside other existing initiatives to support fair employment practices and better workplaces.

In gaining the Award, you are one of over 300 organisations that have met the standards to date. Your hard work is helping to improve the health of Londoners and showcase the criteria as a valuable framework for other employers to invest in staff health and wellbeing.

The Award is valid for four years. We will be requesting a brief update from you on a yearly basis as assurance of your continued good practice towards workplace health and wellbeing. We have included feedback from the verifiers overleaf to assist you in your work going forward.

We look forward to welcoming you to City Hall at the next annual awards ceremony.

Yours sincerely



Vicky Hobart
Head of Health

Verifier feedback

The verifiers were particularly impressed with:

- You have developed a clear strategic approach to employee health and wellbeing
 - Leadership from the top
 - You have identified clear priorities in consultation with employees which fit into 4 overall objectives
 - You have an excellent plan in place
 - The work is to be led by a steering group
 - You are aiming at culture change
- You have a good number of wellbeing champions, mental health first aiders, and you have staff network groups
- Strong focus on mental health and tackling stigma
- Weekly wellbeing pulse survey with results reviewed at senior level resulting in action
- Lots of ways for employees to feed into the work
- 'Remote not distant' tools to support remote working
- 26 week qualifying period for flexible working has been removed
- Comprehensive approach to health and safety – including managing risks due to working with hazardous materials
- Comprehensive approach to supporting employees with health issues – great example of supporting an employee to return to work
- Parental leave toolkit
- Clearly thought out approach to enabling people to manage their working hours
- Seeking to address work related stress in a meaningful way, with focus groups held
- Online silver cloud programmes are part of comprehensive support provided to employees for mental health
- Managers are trained in providing the right support with an emphasis on listening
- Breaks between meetings are structured with the 'UCL hour'
- Great webinars to encourage healthy eating are planned

In terms of further development, we suggest you:

- Encourage all line managers to 'check in' weekly with everyone in their teams even if only briefly
- Consider how to encourage less active employees to get engaged with physical activity initiatives
- Undertake an alcohol awareness / impact of alcohol on physical and mental health campaign
- Apply for Achievement level of the London Healthy Workplace Award

Please refer below for a list of additional resources to consider.

Physical activity:

- <https://campaignresources.phe.gov.uk/resources/campaigns/60/resources/2204>
- <https://www.gov.uk/government/publications/health-matters-getting-every-adult-active-every-day/health-matters-getting-every-adult-active-every-day>
- <https://www.gov.uk/government/publications/physical-activity-guidelines-infographics>
- <https://www.nice.org.uk/guidance/ph13>
- <https://www.wcrf-uk.org/sites/default/files/move-more-booklet.pdf>
- <https://www.nhs.uk/livewell/fitness/Pages/Fitnesshome.aspx>
- http://www.euro.who.int/__data/assets/pdf_file/0004/286753/physical-activity-daily-life.pdf
- <https://www.bhf.org.uk/informationsupport/publications/being-active/understanding-physical-activity>

- <https://www.bhf.org.uk/information-support/heart-matters-magazine/activity/7-free-fitness-apps>

Alcohol awareness:

- <http://www.alcoholhealthnetwork.org.uk/what-we-do-1>
- <https://www.drinkaware.co.uk/work-with-us/drinkaware-at-work/#>
- <https://campaignresources.phe.gov.uk/resources/search>
- <https://www.talktofrank.com>