



Working together to improve the health and wellbeing of our communities

# Healthy Workplace

Supporting local employers with health and wellbeing in the workplace

## November 2024

The Public Health Workplace Health Team work with local service providers to offer FREE workplace health and wellbeing services, to workplaces based in Milton Keynes, Bedford Borough and Central Bedfordshire.

Our monthly bulletin outlines our offer, focuses on different health and wellbeing topics, showcases services and highlights forthcoming campaigns to support health and wellbeing in your workplace.

## Monthly focus



## Men's health at work



With men making up 60% of the full time workforce in the UK, keeping them healthy brings significant business benefits in terms of less sickness absence and increased productivity.

## Did you know.....?

- Men's life expectancy is on average 3.7 years less than females
- Men go to a GP less often than women, are less likely to attend health checks, and are often less aware about symptoms of health conditions
- Men are three times more likely to die of suicide than women ([NHS employers men's health guidance](#))
- Excessive drinking is more prevalent in men than women
- Men are more likely to use recreational drugs, have drug addictions and die from drug use ([Substance abuse men the facts](#))
- There is a higher rate of smoking amongst men than women
- Men are more likely to be overweight or obese than women ([Health-survey for England 2021](#))
- 3.2% of men in England and Wales have experienced domestic abuse in the last year ([ONS Crime Survey 2023](#))

## How employers can help:

- Understand the health and wellbeing needs of male employees, for example through a staff survey, data from occupational health and/or employee assistance programmes and feedback from wellbeing champions and colleagues

- Ensure working conditions promote good mental and physical health including flexible working to promote a good work life balance
- Promote a culture of open communication and [psychological safety](#). Model open communication for example by senior leaders sharing their own health experiences. Ensure all employees have regular 1:1s
- Encourage employees to drive the agenda to ensure initiatives, resources and information are accessible and relevant
- Provide line manager training to raise awareness, offer support and signpost male employees who may be experiencing health and wellbeing difficulties
- Offer employee awareness raising sessions on specific men's topics such as testicular cancer screening, and on general topics such as mental health
- Ensure all policies are inclusive, reflecting the needs of men from a variety of backgrounds and experiences.
- Raise awareness and reduce stigma in the workplace by running men's health and wellbeing campaigns
- Appoint and train male health champions and consider setting up a male health and wellbeing forum

## Service offer spotlight

### Drug, alcohol and gambling support services

Path to recovery (P2R) is a free, confidential one stop service providing drug and alcohol advice, treatment and support to adults living or working in **Bedfordshire**.

P2R also offer services to workplaces including staff awareness training, advice on policy development and treatment for employees.

[P2R Central Bedfordshire](#)

[P2R Bedford Borough](#)



Addiction Recovery Community (ARC-MK) is a free, confidential service helping people who live or work in **Milton Keynes** to break the cycle of drug, alcohol and/or gambling addictions.

ARC-MK also offer telephone advice direct to employers. Phone 01908 250 730

[ARC MK Milton Keynes](#)

[The East of England Gambling Service](#) is a free, confidential service for adults living or working in Bedfordshire or Milton Keynes who are affected by gambling.



## Campaigns



### World AIDS Day

World AIDS Day is on Sunday 1<sup>st</sup> December 2024 and is a reminder that now is a good time to test for **HIV** and know your **HIV** status.

**HIV** and AIDS are not the same thing. **HIV** is a virus which, if left untreated, can weaken the immune system and lead to a collection of illness called AIDS.

But AIDS can be prevented with early diagnosis and treatment for **HIV**. This means that people living with **HIV** can go on to live a full, healthy and productive life. That is why it is important to test for **HIV**.

To order a free, confidential HIV self-sampling kit to any location of your choice, please visit [freetesting.hiv](https://freetesting.hiv) or scan the QR code.

Join others in Bedford Borough, Central Bedfordshire and Milton Keynes and end the stigma around **HIV** and AIDS.



Scan QR code  
or visit [freetesting.hiv](https://freetesting.hiv)  
to order your free HIV test now

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

- [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](mailto:public.health@milton-keynes.gov.uk)

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