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| Healthy Workplace - Masthead |

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| **February 2025**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. |

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Monthly focus banner |

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| **Health and Work**There is clear evidence that good work improves health and wellbeing across people’s lives. Good work is defined as having a safe and secure job with good working hours and conditions, supportive management and opportunities for training and development. Conversely, unemployment is bad for health and wellbeing as it is associated with an increased risk of mortality and morbidity. (Health matters: health and work PHE 2019).Work Cycle The [Get Britain Working White Paper 2024](https://www.gov.uk/government/publications/get-britain-working-white-paper/get-britain-working-white-paper) sets out the Government's plans to support people into work and stay in work. This includes supporting employers to employ people with health conditions, and to keep them in the workplace. To inform this work, the Government has set up an independent review into the role of employers in promoting health and inclusive workplaces. We will keep you posted. **Did you know......?*** People with long-term conditions such as mental health problems, musculoskeletal (MSK) conditions and disabilities, can be a barrier to gaining and retaining employment
* An unhealthy workforce negatively impacts our economy and society due to lost productivity; increased long-term sickness, informal caregiving and healthcare costs
* The percentage of the local population who are economically inactive is similar to or above the England average of 75.4% (Census 2021)
* Employment rates are lowest among disabled people, meaning there is a substantial employment rate gap between disabled and non-disabled people. An employment rate gap also exists for people with long term health conditions
* 1 in 8 young people are not in education, employment or training
* Hiring people with long term health conditions or disabilities can be a solution to recruitment challenges and improve your reputation as an inclusive employer
* In a large study, 92% of consumers interviewed said they felt more favourable towards companies that hired people with disabilities, with 87% specifically agreeing that they would prefer to give their business to companies that hire people with disabilities (https://worksupport.com/documents/romano\_siperstein.pdf)

**Tips for employers*** Ensure you advertise through a range of different places and methods to attract a wide range of people and inclusivity
* Ensure all staff and especially managers are trained in an inclusive attitude, disability awareness and an understanding of the impact of long term health conditions to support colleagues and avoid making biased decisions
* Create a health and inclusion survey to identify your workforce health needs to explore gaps in provision and support identified areas
* Run focus groups or employee feedback sessions to understand your workforce and how best to support them to achieve their full potential
* Ensure inclusivity is embedded in all policies and workplace practices including recruitment
* Ensure you support flexible working and offer reasonable adjustments
* Encourage a culture of open communication and offer frequent and regular one to one's support individuals
* Ensure there is early intervention for sickness absence and support employees to return to work
* Utilise Occupational Health and Employee Assistance Programmes to support the workforce return to and stay in work

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**Service offer spotlight**

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| [Youth Employment UK](https://www.elft.nhs.uk/services/path-recovery-p2r-central-bedfordshire)Youth Employment UK is an independent, not for profit social enterprise who are experts on youth employment and unemployment.Ideally placed to understand the complex landscape facing young people, employers and policy makers.Offering The Good Youth Employment Benchmark, a digital tool, enabling employers to measure and monitor their current youth employment practices.For further details on membership and enquires go to <https://www.youthemployment.org.uk/> Clink the link below to see our brochure for other services available to workplaces |

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| [**2025 Workplace Health and Wellbeing Service Brochure**](https://www.milton-keynes.gov.uk/sites/default/files/2024-12/Workplace%20Health%20and%20Wellbeing%202024%20V16.pdf) |

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Campaigns

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| [international womens day](https://lgbtplushistorymonth.co.uk/lgbt-history-month-2025/)  International Women's Day (IWD) has been around for over a hundred years, as have many of the issues still impacting women's advancement.Since 1911, IWD belongs to all who care about women's equality and celebrate women's achievements.Raise awareness about discrimination. Take action to forge gender parity. Collective action and shared ownership for driving gender parity is what makes international women’s day so impactful. For more information and free resources click here [International Women's Day 2025](https://www.internationalwomensday.com/) |

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| World sleep day  14th March 2025 is World Sleep Day and it is an opportunity to promote sleep health alongside thousands of other sleep health professionals and advocates.When we all promote sleep health and #WorldSleepDay together, our combined effort is greater than the sum of its parts. Spread the word about sleep health on World Sleep Day, and help elevate the conversation around sleep! For more information and free resources click here [Toolkit](https://worldsleepday.org/toolkit) |

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Thank you for reading our bulletin. If you would you like to be added to our mailing list or for more information on:* [Free training and workshops](https://www.milton-keynes.gov.uk/health-and-wellbeing-hub/workplace-health-and-wellbeing-across-milton-keynes-bedford-borough-and-1) on a range of health and wellbeing topics
* A range of [information and resources](https://www.milton-keynes.gov.uk/health-and-wellbeing/workplace-health-and-wellbeing-resources-and-services) covering all aspects of workplace health

Please email the Workplace Health Team at public.health@milton-keynes.gov.uk |

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**Please do not reply to this email**Send all queries to **public.health@milton-keynes.gov.uk** |

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