

Health as a Cross Cutting Theme

Working with ESF beneficiaries

What you can do to improve health.....



- **at an organisational level**
- **with your beneficiaries in general**
- **by helping individual beneficiaries**



.....at an organisational level



An organisational health policy which openly recognises the importance of health.....

- **to the organisation**
- **to its staff**
- **to its beneficiaries**

and reinforces

- **what the organisation does to support healthy lifestyles**
- **what help the organisation offers its staff and beneficiaries**
- **what the organisation expects from its staff and beneficiaries**

STATEMENTS OF INTENT e.g.

- **aspire to provide a healthy working environment**
- **commit to work-life balance and EU Working Time Directive and stress link to other organisational policies such as Flexible Working and use of flexitime**
- **sensitivity in dealing with absence due to sickness**

ENCOURAGEMENT

- encourage staff to walk, cycle or use public transport to get to/from work and any work-related travel where feasible
- encourage training to develop or acquire new skills or support career development
- offer opportunity to negotiate time-off for Quit Smoking sessions to those showing commitment to give up

SET PARAMETERS

- stipulate minimum half-hour lunch breaks, whist encouraging 1 hour lunch breaks
- prohibit use of alcohol on the organisation's premises or events except on specific celebratory inclusive occasions
- confirm misuse of alcohol or drugs which impact negatively on work performance will be dealt with under disciplinary procedures

EXPECTATIONS that staff will

- **actively look after their own health**
- **adhere to health & safety measures**
- **work their full contracted hours but not excessive additional hours**
- **minimize unplanned absences**
- **make full use of accrued flexitime**

Helping your beneficiaries in general



- **ensure a healthy workspace**
- **provide healthy options – fruit, sugar-free drinks, low-fat products, etc**
- **encourage people to walk up stairs rather than use the lift**
- **encourage walking or cycling (provide secure cycle racks – or bikes on loan?)**
- **encourage physical activity/participation in sports**

Helping your beneficiaries in general

lvstc 

- **ensure trainees take breaks /time-out to socialise**
- **provide readily accessible health information (notice boards, leaflets, articles, factsheets, etc) re Healthy eating, Physical activity, Mental health, Sensible drinking, Quitting smoking, Sexual Health**
- **provide information on opportunities for physical activity, recreational activities, social activities, etc**

Helping individual beneficiaries



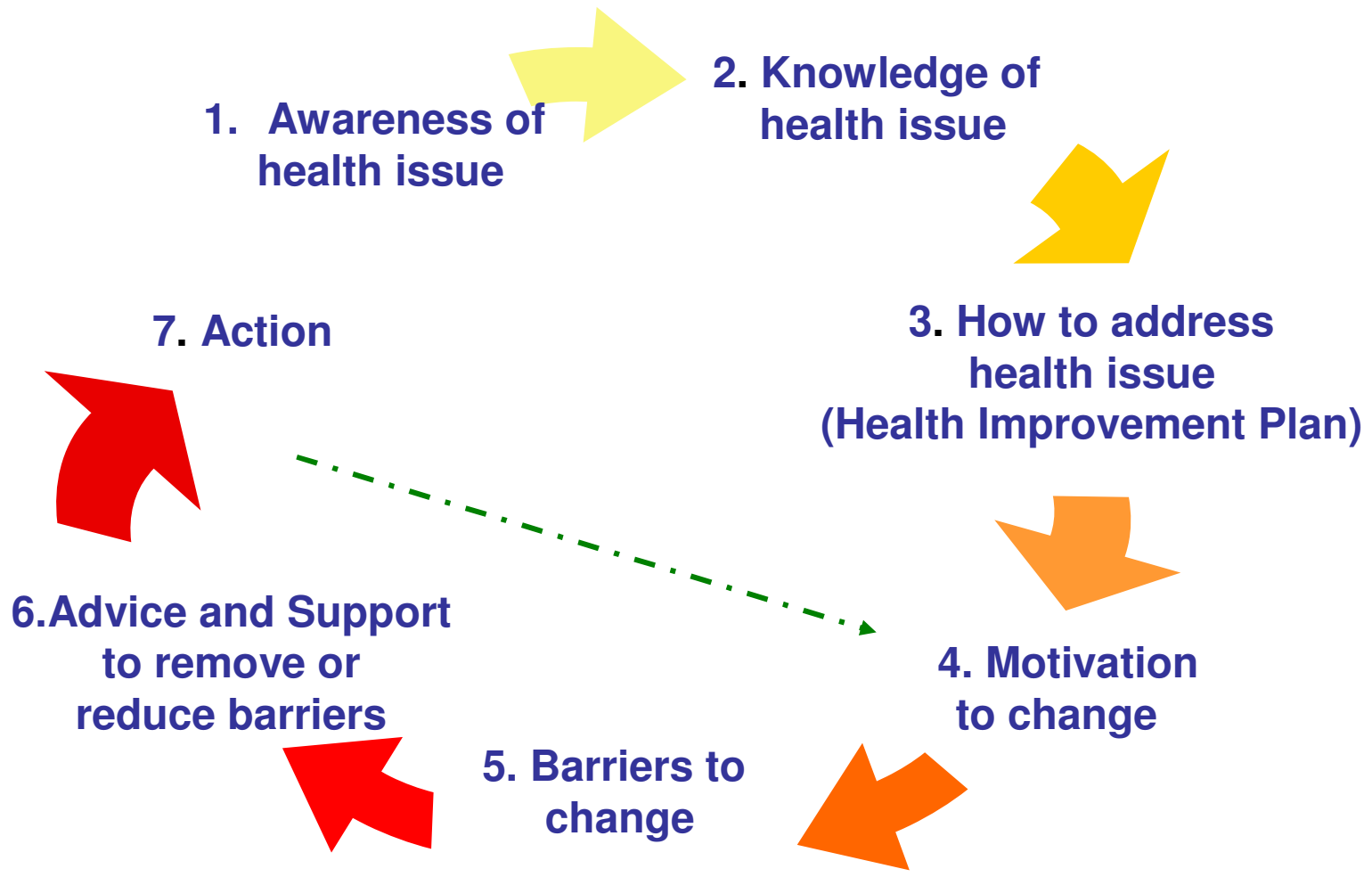
- **Help beneficiaries identify health issues – questionnaires, interviews, observation**
- **Raise awareness through provision of information, encourage discussion, respond to questions**
- **Offer opportunities for confidential advice, signpost to sources of professional help, help arrange appointments, etc**

Beneficiary health issues

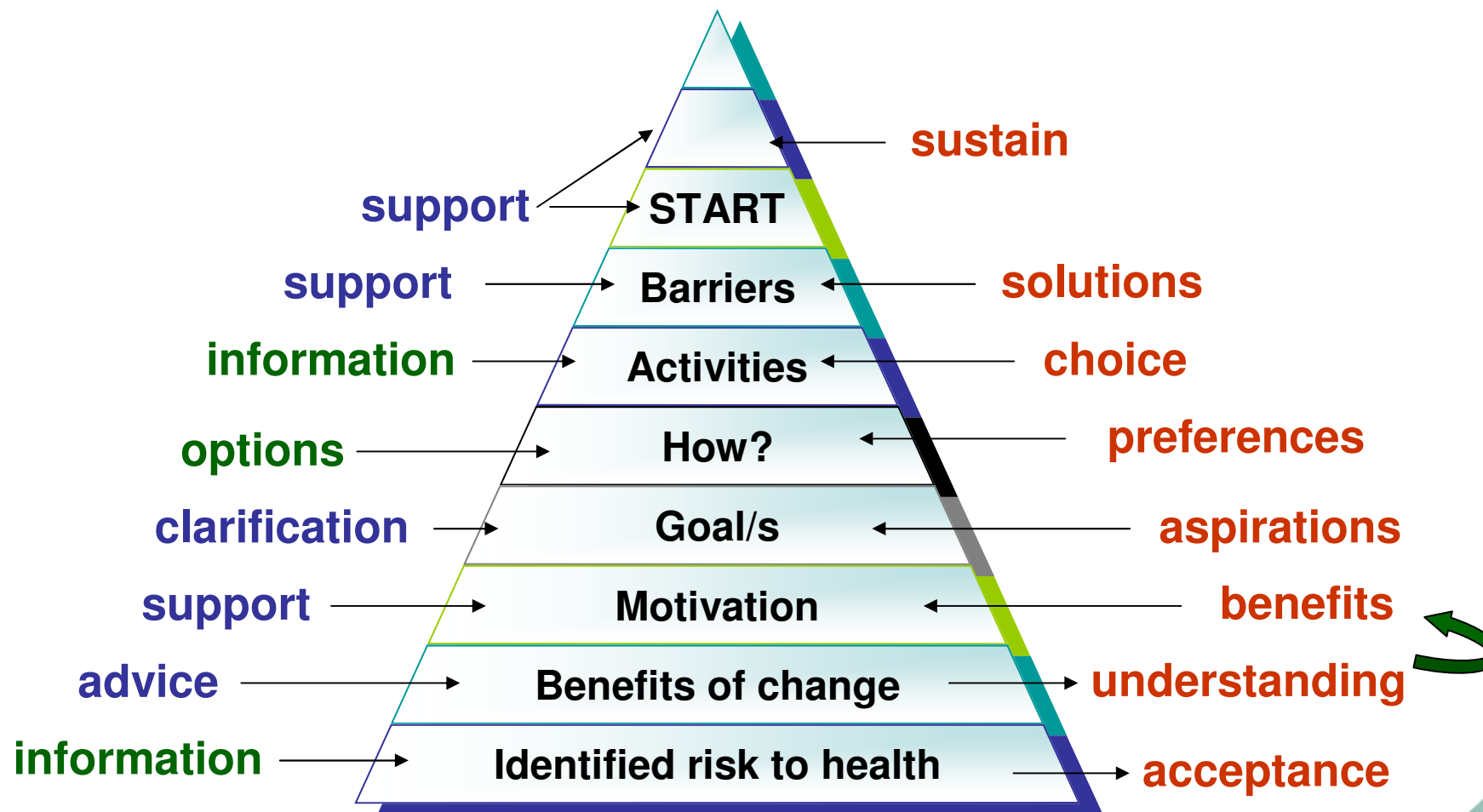


- **specific to the individual**
- **generic to the population**
- **personal/confidential**
- **open/transparent**
- **risky behaviour**
- **preventative behaviour**
- **diabetic**
- **obesity**
- **unsafe sex**
- **smoking**
- **alcohol misuse**
- **physical activity**

Helping beneficiaries improve their health



Health Improvement Plan



The advantages of changing need to outweigh the advantages of not changing



Take action

Do nothing

Improved personal relationships, more money, better sleep, more energy, improved concentration, getting to work on time, reduced risk to long-term health

Benefits of drinking sensibly



Drinking harmful amounts of alcohol

- + socialising, fun
- expensive, fatigue, depression, weight gain, poor sleep, sexual difficulties, late for work, arguments, accidents, serious risks to long-term health

Whether or not you can help will depend on.....



- **How well you know the beneficiary**
- **Your relationship with them**
- **The opportunities you have to talk with them in confidence**
- **The length of the training they are doing**
- **How comfortable you feel in addressing the issue/s**

QUIZ on health issues



- **Physical Activity**
- **Healthy Eating**
- **Smoking**
- **Sensible Drinking**

The eatwell plate

Use the eatwell plate to help you get the balance right. It shows how much of what you eat should come from each food group.



LIVEWELL FACTSHEETS

<http://www.nhs.uk/livewell/Pages/Livewellhub.aspx>

BE ACTIVE, BE HEALTHY – A Plan for getting the nation moving

http://www.dh.gov.uk/en/Publicationandstatistics/Publications/PublicationsPolicyAndGuidance/DH_094358