Hello & Welcome

Hello and welcome to our Spring edition of our HWL Bulletin.

The emphasis as you will see is on Cancer prevention and how this links really nicely with all the HWL Awards.

There is a range of information, training and initiatives for you and your HWL Working Group to consider and use as you take forward your staff health, safety and wellbeing plans over the next few months.

Please let us know what you want your future HWL Newsletters to include and how you have taken forward any ideas in this and the December 2018 Newsletter, we’d love to hear from you! Please email: aschofield@nhs.net

What’s in this edition!

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- “I am and I will”
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Health Working Lives (HWL) Team
Cancer Prevention Linked to Healthy Working Lives Awards

In the UK, 1 in 2 people will be diagnosed with cancer at some point in their lives. However, 4 in 10 UK Cancers can be prevented (ref: Cancer Research UK) through lifestyle choices. Thinking about these 2 statistics amongst your workplace, family and friends, if a miracle pill was invented that claimed to prevent 4 in 10 cancers, we’d probably all be taking it every day?

By following the Cancer Prevention Recommendations below, each of us will be doing what we can to minimise our risk of a cancer diagnosis in the future. Not only that but, by adopting these actions into our everyday lives as much as we can, we are also more likely to be reducing our risk of a future diagnosis of cardiovascular disease (such as heart disease and strokes), chronic respiratory disease (such as asthma and chronic obstructive pulmonary disease) diabetes and others. This means a longer life and an improved quality of life, one study estimates as much as 14 more years compared to those people who do not adopt the cancer prevention messages.

NB: For optimal health you need to adopt ALL the recommendations, if you only do 1 or 2 (however well) you won’t get the full benefit.

European Code Against Cancer
12 ways to reduce your cancer risk

1. Do not smoke. Do not use any form of tobacco.
2. Make your home smoke-free. Support smoke-free policies in your workplace.
3. Take action to be a healthy body weight.
4. Be physically active in everyday life. Limit the time you spend sitting.
5. Have a healthy diet:
   - eat plenty of whole grains, pulses, vegetables and fruits.
   - limit high-calorie foods (foods high in sugar or fat) and avoid sugary drinks.
   - avoid processed meat; limit red meat and foods high in salt.
6. If you drink alcohol of any type, limit your intake. Not drinking alcohol is better for cancer prevention.


8. In the workplace, protect yourself against cancer-causing substances by following health and safety instructions.

9. Find out if you are exposed to radiation from naturally high radon levels in your home. Take action to reduce high radon levels.

10. For women:
   - breastfeeding reduces the mother’s cancer risk. If you can, breastfeed your baby.
   - hormone replacement therapy (HRT) increases the risk of certain cancers; limit use of HRT.

11. Ensure your children take part in vaccination programmes for:
   - hepatitis B (for newborns).
   - human papillomavirus (HPV) (for girls).

12. Take part in organised cancer screening programmes for:
   - bowel cancer (men and women).
   - breast cancer (women).
   - cervical cancer (women).

If you can see it, you can be it

- What does staff health, safety and wellbeing look like in your workplace?
- What does nutrition look like in your workplace?
- What does mental health look like in your workplace?
- What does physical activity look like in your workplace?

Taking forward the cancer prevention recommendations and turning thoughts into actions as much as you can in your workplace will help your colleagues be healthier for longer and will really help your Workplace to achieve and/or maintain and/or progress a Healthy Working Lives Award.

Therefore, what are your plans for taking forward staff health, safety and wellbeing into 2019? Does your Working environment bring these key messages to life? If not, what needs to happen in your workplace to enable this to happen? Please let us know how you bring these recommendations to life where you work and we can share this in future HWL Newsletters please email - aschofield@nhs.net.
Support to Develop or Refresh an Alcohol and Drugs Policy for your Workplace

Linked to no 6 of the European Code for Cancer Prevention, do you and your colleagues know that drinking alcohol increases the risk of mouth cancer, pharyngeal (upper throat) cancer, oesophageal (food pipe) cancer, laryngeal (voice box) cancer, breast cancer, bowel cancer and liver cancer?

Alcohol gets in to our blood stream and can cause damage all around the body. Breast cancer is the most common cancer in the UK and 8% of cases each year are caused by drinking alcohol. The risk increases even at low levels of drinking. Looking more generally, 1 in 15 deaths in Scotland in 2015 was due to alcohol. Therefore, it makes sense to have in place in your Workplace a supportive Alcohol and Drugs Policy.

Let one of our HWL Advisors help you to develop and implement a supportive Alcohol and Drugs Policy that meets your duty of care to protect people from the effects of alcohol and drugs in your workplace. Your organisation does not need to be registered for the HWL Awards Programme to benefit from our free, evidence based support.

Equally if you already have an Alcohol and Drugs Policy in your workplace and it could benefit from a refresh, then email: m.walsh@nhs.net or tel: 01324 673520 to arrange for this to happen.

Know your Body
Spot Cancer Early

This leaflet can be ordered free from HIRS if you are planning an information campaign about prostate cancer to coincide with a visit to your workplace from Prostate Cancer UK.

Please also see page 14 of this Newsletter Prostate Cancer UK for opportunities to raise awareness of prostate cancer in your workplace.
“I am and I will”

On World Cancer Day on 4th February 2019 a 3 year campaign to promote personal commitment and call-to-action was launched called “I am and I will”.

https://www.worldcancerday.org/about/2019-2021-world-cancer-day-campaign

This is about each person saying;

- I am <sassy>
- I will <eat 5 portions of fruit and vegetables everyday>
- I am <brilliant>
- I will <walk the dog everyday>
- I am <supportive>
- I will <go for a smear test this year>

What will be your and your colleagues’ personal commitment to action over the coming 3, 6 or 12 months that will have an impact on your future health and wellbeing?

Why not take a photo of your colleagues with their “I am and I will” commitment, celebrate it in your workplace and support each other to take forward your various commitments over the coming months ahead?
Don’t Skip Your Screening

Screening tests help detect cancer early and this is one of the main reasons why more people are surviving cancer.

What does your Workplace do to raise awareness of breast, bowel and cervical screening amongst staff and encourage them to take part in their smear test, breast screening appointment or take part in their postal bowel cancer test?

Supporting Employees with Cancer

Fife Maggies Centre delivers FREE “Cancer in the Workplace” workshops which are designed to help employers provide a smooth transition to the workplace for people who are having or have had treatment for cancer. It explores the potential challenges and pitfalls for both the employer and employee and is open to HR, team leaders or managers responsible for the line management of staff from any area of the workplace.

The workshop dates for Fife are:

- March 19th 4.30 pm - 6.00 pm
- June 18th 3.00 pm - 4.30 pm
- September 24th 4.30 pm - 6.00 pm
- November 12th 3.00 pm - 4.30 pm

For more information about this training or to book a place please email Louise Duncan as follows:

louise.duncan@maggiescentres.org

Please click on the links below for advice and support as to what you can do to support a member of staff who has had a cancer diagnosis and is undergoing treatment or if a member of staff is a carer for someone who has a cancer diagnosis:

Maggies Forth Valley ~ Just Come In

This is a fantastic facility located next to Larbert Loch which your staff members and their family and friends would be very welcome to “just come in” if they have a cancer diagnosis or care for someone with a cancer diagnosis.

Maggie’s provides free practical, emotional and social support to people with cancer and their family and friends, following the ideas about cancer care originally laid out by Maggie Keswick Jencks.

Built in the grounds of NHS Forth Valley Royal Hospital, the Maggie’s Centre is a place with professional staff on hand to offer the support people need; to find practical advice about benefits and eating well; places where qualified experts provide emotional support; places to meet other people; places where you can simply sit quietly with a cup of tea.

https://www.maggiescentres.org/our-centres/maggies-forth-valley/
Walking Football

Why not try something a little different for one of your HWL Activities?

The Walking Football groups throughout Forth Valley would love to play a match with any team of staff from any HWL Workplace.

Your team should comprise of staff aged 16+, games are normally short between 10 and 15 minutes, but equally there could be several games with water breaks in between.

Games can be tailored to suit those involved and their state of health and fitness.

Please contact Bob Moyes on:

mobile no: 07503024396 or
email: bob.moyes@sky.com

for more information/to arrange.

A great, fun way to encourage your staff to be more active and contribute to their recommended physical activity levels of 150 minutes of moderate aerobic activity every week.

Learn more about Walking Football from this clip (4 minutes 7 seconds):

https://www.youtube.com/watch?v=bZ4EK6j2jPs
Paths for All at Work Award

Paths for All calls on employers to take steps towards a happier, healthier workforce.

Scotland’s national walking charity Paths for All is calling on employers across Scotland to take steps to improve the health of their workforce.

The charity has created the Walk at Work Award which recognises workplaces that foster a culture of everyday walking in and around the working day.

Active meetings, lunchtime walks, standing desks and promoting ways to get to work on foot all count towards the award.

With the average working-age adults sitting for 9.5 hours a day, Paths for All is aiming to reverse the trend of inactive workplaces and celebrate employers who are getting their staff moving.

Ian Findlay, Chief Officer at Paths for All said: “Walking is one of the simplest and best things we can do for our physical, social and mental health. It’s free, you don’t need any special equipment, and it can be easily incorporated into the day.

“Research shows us that employees who are physically active in and around the working day take fewer sick days, are more motivated and productive, and are more able to concentrate, so walking is not just good for us, it’s good for business.

“Many adults sit for long periods of time while at work, so workplaces must take action to reduce sedentary behaviour and improve health and wellbeing.”

Spending long periods of time sitting has been linked with higher rates of cardiovascular disease, diabetes and poor mental health.

Regular walking, especially in greenspaces, can reduce stress, improved mental wellbeing, lower blood pressure and help employees manage their weight.

Businesses that encourage staff to walk to work can also significantly reduce their carbon footprint and reduce congestion and emissions.
Ian added: “Working alongside partners such as Cycling Scotland who offer the Cycle Friendly Employer Award, and receiving endorsement from Healthy Working Lives, this new award is part of a suite of awards available to help create a healthier, more active workforce.”

Paths for All offer one-to-one support for workplaces who sign up to take part in the free Walk at Work Award.

Following registration, the charity will arrange an initial meeting to discuss the award and develop an action plan.

Registered workplaces will also receive a copy of the Walk at Work Award handbook, which details the benefits of walking for employees and businesses, frequently-asked questions and other sources of information and support.

Templates for staff travel surveys, Walking Champion role descriptions, infographics and posters are also available to workplaces taking part in the award.

The Walk at Work Award is supported by the Scottish Government.

For more information, visit: [www.walkatwork.scot](http://www.walkatwork.scot)
Braveheart Walks

Please see below opportunities to join in with a Braveheart Walk if feasible to your Workplace.

Walk with Braveheart

Come and join our free, friendly, low level Weekly walks encouraging everyone to become more physically and socially active within our community. Our walks are open to everyone, of all abilities, and we also support people living with long term conditions, Dementia and sensory impairments. No need to sign up, just turn up...our locally trained Walk Leaders look forward to seeing you there. We then all enjoy tea & chat in the cafe after our walk!

Monday- Polmont Woods, 10.30am
Meet in pedestrian area behind Aldi (1hour or 30min walk option)

Monday- Callendar Park, 2pm
Meet at Callender House (1hour or 30min walk option)

Tuesday- Forth Valley Royal Hospital, 10.30am
Meet at hospital front entrance (1hour, 45min or 30min walk option)

Tuesday- Polmont Canal, 7pm
Meet in main car park at Polmont Railway Station (1hour walk option) (April - October)

Wednesday- Dawson, 10.30am
Meet at Carron Co-Op, Ronadles Road (1hour or 30min walk option)

Wednesday- Bonnybridge, 10.30am
Meet at the Royal Hotel, High Street (1hour or 30min walk option)

Thursday- The Helix Park, 7pm
Meet at Falkirk Stadium Car Park (1hour walk option) (April- October)

Friday- Stenhousemuir, 10.30am
Meet outside Red Cross Charity Shop, Town Centre (1hour, 45min or 30min walk option)

Friday- Camelon, 11.30am
Meet at Forth Valley Sensory Centre (1hour or 30min walk option)

Saturday- Callendar Park, 10.30am
Meet at Callendar House (1hour or 30min walk option)

Sunday- Linlithgow Loch, 1.30pm
Meet at St Ninian’s Way car park (1hour walk option)
Stirling and Falkirk Active Travel Hubs - Employer Engagement

It is widely known that physical activity has great positive impact on our health and wellbeing, increasing our happiness levels, making us healthier and fitter, saving us money and of course saving the planet! When you attribute this to our working population it also creates better businesses with increased productivity, less absences, less carpark congestion, and lower carbon footprint.

Stirling and Falkirk Active Travel Hubs are committed to encouraging more people to walk or cycle for short journeys. As part of our services we work closely with local businesses, promoting the individual and company wide benefits of walking and cycling at work. We take a person centred approach to behaviour change tailoring our programme to the needs of the organisation and the individuals we engage with.

Through our bespoke programme we offer expert advice and help for employers at a strategic level:

• Guidance for implementing travel plans.
• Support in gaining Cycle Friendly Employer status.
• Support towards the Healthy Working Lives award.
• Sourcing funding streams for improving facilities.
• Sign posting of staff benefits such as tax free cycle purchase schemes and mileage for cycling.

As well as activities within the workplace for employees:

• Bike maintenance checks.
• Personal route planning advice.
• Buddy rides to ease you in to a new active commute.
• Led walks and cycles at lunch time and after work.
• Skills training - learning how to ride safely and how to maintain your own bike.
• Active challenges such as Step Count Challenge.

We encourage group activities such as led walks and rides and Step Count Challenge to encourage a sense of community and camaraderie within the workplace.
A fantastic example of a workplace embracing the programme and creating its own culture of active travel is Zero Waste Scotland (ZWS).

They were working towards their Healthy Working Lives award and got in touch with us to help support a led ride. They were so motivated and enthusiastic they decided to join our Employer Engagement programme.

We went on to deliver cycle skills sessions, electric bike demos, bike breakfasts, Dr Bike’s and the Step Count Challenge for them. They had staff cycling from Dundee and Glasgow to Stirling for Cycle to Work Day and staff replacing bus journeys with walking for the Step Count Challenge. Over the course of our programme we saw their bike parking more than double even in wet weather.

They say pictures tell the story of a thousand words, Active Travel = Happy People...

Contact Emma Thomas on: **01786 - 474160** to discuss/take forward any of the above in your Workplace. Or email: Emmat@forthenvironmentlink.org
**Prostate Cancer UK**

Dave White is a volunteer for Prostate Cancer UK, the UK’s largest men’s health charity who fight for men to survive prostate cancer. ‘We support men and their families to enjoy a better quality of life’.

1 in 8 men are at risk of developing prostate cancer. Although some men have symptoms many men diagnosed with Prostate cancer do not. My role as an awareness volunteer is to meet with as many men or their partners and provide essential information on the signs/symptoms and risks of developing prostate cancer.

Dave would welcome the opportunity of coming to your Workplace to host an information stand to raise awareness of prostate cancer amongst your staff and/or run a workshop that your staff would attend to learn more about Prostate Cancer.

Please email:

davewhite84@btinternet.com

to mutually arrange what can be taken forward in your Workplace to raise awareness of this important men’s health issue with all your staff.

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**Most employees now affected by money worries at work, survey finds**

Money worries are impacting more than three-quarters (77 per cent) of employees at work, research has found, with a disastrous knock-on effect for productivity.

The inaugural Close Brothers Financial Wellbeing Index, which polled 5,000 UK employees, found two in five (39 per cent) worried about money always or often, with younger workers the most affected.

The research found 87 per cent of millennials and 72 per cent of employees aged between 35-54 reported being affected. Those over the age of 55 were least likely to suffer, with 47 per cent reporting they were affected by money worries.


If this is something you think is impacting on your colleagues, the following is a list of free support available for staff to access.
Home Energy Scotland

https://www.energysavingtrust.org.uk/scotland/home-energy-scotland

We are a network of local advice centres covering all of Scotland. Our expert advisors offer free, impartial advice on energy saving, keeping warm at home, renewable energy, greener travel, cutting water waste and more. We’re funded by the Scottish Government and managed by the Energy Saving Trust, and our mission is to help people in Scotland create warmer homes, reduce their bills and help tackle climate change.

Request a callback today or call us free on 0808 808 2282. We’re open weekdays 8.00 am - 8.00 pm and Saturday 9.00 am - 5.00 pm.

Credit Unions

A Credit Union is a co-operative financial institution, owned and controlled by the members who use its services. Credit Unions are also not-for-profit and exist to provide a safe, convenient place for members to save money and to get loans and other financial services at reasonable rates.

In Credit Unions, the members are the owners. Benefits of ownership include better rates on deposits and loans and better service. Regardless of their size or field of membership, Credit Unions are different than for-profit financial institutions. Credit Unions exist to serve their members. Banks and other financial institutions exist to make money for their stockholders.

While for-profit institutions must make profits for their shareholders, in a Credit Union any earnings in excess of operational costs are returned to the members in the form of increased interest in savings, decreased rates on loans or other new and improved services.

Falkirk District Credit Union tel: 01324 473695 email: office@falkirkcreditunion.co.uk Web: https://www.falkirkcreditunion.co.uk

Clackmannanshire Credit Union serves all people who live or work within the area of Clackmannanshire tel: 01259 214 200 email: clackscu@btconnect.com

Stirling Credit Union tel: 01786 437090 email: info@stirlingcreditunion.co.uk web: https://www.stirlingcreditunion.co.uk/

Larger organisations may have their own Credit Union i.e. NHS, Police.
Citizen Advice Bureau

Falkirk CAB: 3 Meeks Road, Falkirk, FK2 7EW
tel: 01324 - 626070
Debt Advice 01324 - 621138 - please note: this number is for money advice enquiries ONLY and no other queries can be answered.
http://www.falkirkcab.org.uk/

Denny & Dunipace CAB: 24 Duke Street, Denny, FK6 6DD
tel: 01324 823118
http://www.dennyanddunipacecab.org.uk/

Grangemouth & Bo’ness CAB: 1 Kerse Road, Grangemouth FK3 8HW.
http://www.grangemouthcab.org.uk/

Stirling CAB: 3 Cameronian Street, Stirling, FK8 2DX
tel: 0808 800 9060
http://stirlingcab.org.uk/

Clackmannanshire CAB: Glebe Hall, Burgh Mews, Alloa, FK10 1HS
tel: 01259 219404
e-mail: bureau@clackscab.casonline.org.uk
https://www.clackscab.org.uk/

Health and Safety Training

Tom Neilson our Forth Valley Area wide Occupational Health and Safety Adviser will retire on 22nd March 2019 after 11 years supporting local small to medium enterprises and local business and health partnerships with their occupational health and safety requirements, visits and training.

Tom has been a tremendous colleague to work with over the years and we wish him and his wife a long, healthy, safe and fantastic retirement.

To continue to access HWL Occupational Health and Safety advice please refer to the following link which has information relating to the common safety concerns such as fire, gas, electricity, PPE, slips trips and falls, working at height etc.

https://www.healthyworkinglives.scot/workplace-guidance/safety/Pages/safety.aspx

And also, please phone the HWL freephone telephone number 0800 019 2211 to speak to a Specialist Adviser who will help you.
Health Events Coming Up...

Health Improvement Resource Service (HIRS)
Remember you have access to HIRS based in Colquhoun Street, Stirling. Here you an access information leaflets, posters, models, books and training packs that will complement the undernoted information campaigns.

For more information about HIRS and to access FREE resources that will help you promote credible staff health information campaigns, please click on the link below:

https://nhsforthvalley.com/health-services/health-promotion/resources-and-design/

Prostate Cancer Awareness Month
https://www.prostatecanceruk.org/

World Sleep Day - March 15th
http://worldsleepday.org/

National Stress Month - April

On your feet Britain - 26th April
http://onyourfeetday.com/

Action on Stroke Day - May
https://www.stroke.org.uk/

Mental Health Awareness Week - 13th - 19th May
https://www.mentalhealth.org.uk/

Using Social Media for HWL Information Campaigns?
If using facebook, twitter, intranet, etc to promote HWL Information Campaigns to colleagues, please ensure all staff can access/see this information in your chosen media, take a screenshot of the campaign, collate number of views and shares to save as part of your evidence.

For workplaces where some staff have access to the intranet or facebook or twitter etc and some don’t, please also use a variety of other method(s) to ensure all staff have access to your HWL Information Campaigns.