

# Healthy Workplace



## Workplace health newsletter

Written by Brighton & Hove City Council Public Health team

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## Workplace Wellbeing

A workplace Champion supports and promotes a tailored workplace health programme in their own organisation or team, raises awareness & communicates health promotion campaigns, signposts to local services, and encourages colleagues to make small lifestyle changes.

## Workplace Health Champions Training

The next Workplace Health Champions Training will be held on 1<sup>st</sup> and 2<sup>nd</sup> July 2026

One day online, one day in person, please attend both days - [Book your tickets here after the 27th of April.](#)

## Changes to the Employment Rights Bill

The Employment Rights Act 2025, formerly known as the Employment Rights Bill, requires employers to take new action on a range of workplace themes, including:

- Statutory sick pay (SSP) is paid from the first day of illness, instead of the fourth day  
The lower earnings limit has been removed – previously, workers needed to earn a minimum amount to be eligible for statutory sick pay.
- Creating a power to enable regulations to specify steps that are to be regarded as ‘reasonable’, to determine whether an employer has taken all reasonable steps to prevent sexual harassment.
- Strengthening protections for whistleblowers, by making it clear that workers who ‘blow the whistle’ on sexual harassment can benefit from whistleblowing protections against detriment (adverse treatment) and unfair dismissal.
- Working with employers to improve gender equality by requiring large employers to produce action plans, setting out how they are addressing the gender pay gap and supporting employees through menopause.

[To learn more, watch the ACAS Employment Rights Act webinar](#)

## **HIV Confident Charter**

[The HIV Confident Charter](#) work is an initiative led by the National Aids Trust, Fast Track Cities and Positively UK. It is about making sure that people working for an organisation and those who use its services can do so in confidence that it provides a stigma-free environment and practice. This includes increasing employees’ knowledge about HIV, improving employees’ attitudes towards people living with HIV, making sure people living with HIV can report any adverse experiences, and responding to any unintended stigma and discrimination that may occur.

The process involves gaining an understanding of any training needs or gaps in policy and implementation within the organisation, a review of the organisation’s compliance with legislation in relation to HIV to avoid any unintentional discrimination, learning opportunities for staff to improve knowledge and build confidence to create a stigma-free environment, and an annual review of progress in being and sustaining HIV confidence.

## **Education staff wellbeing charter - GOV.UK**

The charter was created by the education sector, for the education sector

Acts as a tool to support schools and colleges in shaping their own wellbeing approaches

Is a declaration of intent to protect, promote and enhance staff wellbeing

Includes explicit commitments from both DfE and Ofsted

# Healthy Workplace



Sets out shared principles about the meaning, importance and responsibilities linked to wellbeing  
Encourages open discussion, reflection and accountability

## UK Parental Leave Benchmark.

Working Families has partnered with **LEIA** and **Pregnant Then Screwed** on the UK Parental Leave Benchmark. This study examines how parental leave performs across major UK employers. So far, over 2,000 employees and 200 HR leaders have already participated, and early findings are already prompting thoughtful reflection, even among organisations with well-established policies.

We'd love for you to be part of this important research. If you choose to participate, you'll receive:

- Early access to the full findings before public release
- A dedicated debrief to explore what the findings mean for your organisation
- Comparative evidence to support board reporting, workforce planning and regulatory readiness

The survey takes only 3 minutes, and for those who want to share even more, you can book a 30-minute interview with Astrid, CEO of LEIA.

👉 Take the [survey here](#)

👉 Book your [interview here](#)

Please feel free to forward this to colleagues in HR or People leadership. And thank you for taking the time to share with us!

## **Work-related stress, depression and anxiety accounted for:**

- **52% of all work-related ill health**
- **62% of all working days lost due to work-related ill health**

Alongside this, research from the [Chartered Institute of Personnel and Development \(CIPD\)](#) shows that:

- The average UK organisation loses around £1,300 per employee each year due to stress-related absence
- In some sectors, this can rise to £2,500 per employee

However, these costs increase when you factor in lower productivity, staff turnover, and poorer outcomes for customers.

## **Guidance, toolkits, and training updates**

Supporting Maternal Mental Health at Work

Insights and Best Practice

29 April 2026 | 1:00–2:00 PM

**Secure your free place today:** [Register here](#)

**Living Well Programme (LWP) has released new course dates for June 2026.**

### **Online courses:**

Mondays from 1st June – 6th July 2026, 1pm – 3pm

Thursdays from 4th June – 9th July 2026, 6pm – 8pm

### **In-person courses:**

**East Grinstead:** Wednesdays from 3rd June – 8th July 2026, 10am – 12.30pm

**Brighton:** Fridays from 5th June – 10th July 2026, 10am – 12.30pm

The LWP course is aimed at adults living with any long-term physical and/or mental health condition who live in West Sussex, Brighton or Hove.

<http://www.sussexcommunity.nhs.uk/livingwell>

[sc-tr.livingwell@nhs.net](mailto:sc-tr.livingwell@nhs.net)

### **Know your score**

Understand your drinking habits with Drinkaware and Jameson.

# Healthy Workplace



Take the Drinking Check today to discover your drinking risk score.

[Know your score | Drinkaware](#)


## Nuffield Hospital free CPD sessions

These sessions are a great opportunity to hear directly from our expert consultants, ask questions, and learn more about conditions and treatments in a relaxed, informative setting.

### Upcoming Events

This is a **last chance to book** for our upcoming educational evening on **Preventing Knee Injuries**, taking place on:

 **Wednesday 29th April**

 **6:00 pm**


 **The Hove Rugby Club**

This open event will feature expert insights from a multidisciplinary panel:

- ◆ **Mr Benjamin Caesar** – Orthopaedic Consultant
- ◆ **David Yu** – Consultant Radiologist
- ◆ **Senior Physiotherapist**

The evening will include:

- ✓ Practical, real-world perspectives on knee injury prevention
- ✓ Imaging and surgical considerations
- ✓ A **practical warm-up demonstration**
- ✓ **Dinner included**
- ✓ Networking with colleagues across disciplines

 **Places are limited** — please email me to secure your place.

**Denny McGoldrick She/Her**

Healthcare Account Manager

Nuffield Health Brighton

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## Food Partnership

- Outdoor Team Building Days

[Outdoor Team Building Days - Brighton and Hove Food Partnership](#)

- Volunteering

[Volunteer Activities Days](#)

- Cooking Classes

[Cookery class – Low Energy Cooking](#)

## [Recipes ideas:](#)

**This Rainbow Chard Salad** is a deliciously smart way to use a vibrant, underutilised veggie.

Chard is an ancient Mediterranean plant, related to beets, and the name 'rainbow' relates to its gorgeous day-glo stems. You can also use Kale as an alternative.





## Local health campaigns

### On Your Feet Britain 30 April 2026

Get your workplace and co-workers to take part in On Your Feet Britain® – the national activity awareness day when 2 MILLION desk-based workers across Britain participate in a variety of fun and simple activities to #SitLess and #MoveMore at work.

Taking place on Thursday, 30 April 2026, On Your Feet Britain is a FREE and FUN way to reboot and energise your workplace habits.

This year, we're looking forward to seeing how every worker gets active for the #BigWiggle – wherever your desk may be.

It's FREE to sign up, simply [register here](#)

Research shows that regular movement throughout the day leads to

- Better physical and mental health
- Increased motivation
- Improved concentration
- And many, many more wellbeing and performance benefits

### "Get up offa that thing"

The On Your Feet Britain® challenge encourages you to take James Brown at his word and convert 'sitting time' to 'standing time'. Make some simple changes - it's easier than you think:

- Stand during phone calls

- Stand and take a break from your computer every 30 minutes
- Use the stairs more
- Arrange standing or walking meetings
- Eat your lunch away from your desk
- Walk to a colleague's desk instead of phoning or emailing them
- Stand at the back of the room during presentations

On Your Feet Britain® - is your chance to get the ball rolling and encourage your employees, co-workers or even your boss to take a stand. Team up with colleagues and see how much you can reduce your “sitting time”.

Challenge Yourself!

Check out our [Challenge page](#) for fun and easy ideas for On Your Feet Britain® activities. Why not organise or take part in a team challenge? Join up with colleagues to compete for activity levels against other teams within your organisation [\[More info\]](#).

### **Company Workplace Coordinators**

Workplace Champions can help communicate and organise On Your Feet Britain® events throughout your organisation. [Register now](#) and enter your details to access materials.

Why not spread the word about your activity plans by setting up an On Your Feet Britain® page on your company website to get the whole office involved? Doing things together makes them more fun – #MoveMore #SitLess is the perfect team-building activity.

### **What can I do now?**

- [\[Register now\]](#) and enter your details

- You will receive a PASSCODE to download our fabulous resources, including posters, guidelines – available
- Save the date! Thursday 30 April 2026
- Spread the word among colleagues and in your organisation
- If you have any other questions or ideas about getting involved in On Your Feet Britain®, Please get in touch: [info@activeworking.com](mailto:info@activeworking.com)

### [On Your Feet Britain | Yo-Yo DESK®](#)

- Workplace Guide [a1-1.pdf](#)

## MAY 2026

### **MAY 11-17 MENTAL HEALTH AWARENESS**

#### **Take ACTION**

This Mental Health Awareness Week, people are asked to join in taking action to support good mental health. Even small actions can help us feel hopeful and less powerless. And while our individual actions matter, when we come together, we are even more powerful. [Ideas and resources](#)

#### **Walking for Wellbeing with Mind**

Five weekly walks and activities to help you explore how the Five Ways to Wellbeing can support your mental health. Funded by Marcus Movers

Where? Preston Park and Brighton Seafront

When? 11.30 am every Tuesday, from 12th May to 16th June

Walk 1	11.30	Tuesday 12 <sup>th</sup> May	Preston Park
Walk 2	11.30	Tuesday 19 <sup>th</sup> May	Brighton Sea Front
Walk3	11.30	Tuesday 26 <sup>th</sup> May	Preston Park
Walk 4	11.30	Tuesday 2 <sup>nd</sup> June	Brighton Sea Front
Walk 6	11.30	Tuesday 9 <sup>th</sup> June	Preston Park
Week 6	11.30	Tuesday 16 <sup>th</sup> June	Mind Offices

## **MAY 11- 17 SUN AWARENESS WEEK**

The key is raising awareness around sun protection and skin cancer – the most common cancer in the UK to date. The first aim is to encourage people to regularly self-examine for skin cancer. The second is to teach people about the dangers of sunburn and excessive tanning, and to discourage people from using sun beds, in light of the associated risks of skin cancer.

[Download free resources:](#)

- Sun lotion fact sheet
- Sun advice for skin of colour
- Vitamin D information
- Leaflets and posters on how to check your skin

### **Skin Cancer**

Stay safe in the sun by seeking shade, covering up and wearing sun cream.

[For information about skin cancer, visit here](#)

[See here for easy-read skin cancer information.](#)

## **MAY 10-14 WOMEN'S HEALTH WEEK**

### **Menopause and Cancer - Returning To Work Workshop**

Returning to work after cancer is never straightforward - and when menopause is added into the mix, it can feel daunting. You may be asking yourself:

- How do I manage my symptoms at work?
- What if my confidence isn't what it used to be?
- Should I tell my employer and colleagues about my menopause or cancer treatment?
- Where can I find the right support to help me thrive in my role again?

### **Endometriosis UK**

This study is being carried out by Aishwarya Viswamitra, a PhD researcher at De Montfort University, in collaboration with Endometriosis UK and funded by the Economic and Social Research Council.

[Express your interest: Endometriosis and working lives \(interviews\)](#)

### **Women's Health Resources List**

#### **Menopause**

- Healthtalk.org - [Menopause](#)
- NHS - [Early or premature menopause](#)
- NHS - [Hormone replacement therapy \(HRT\)](#)
- NHS - [Menopause](#)
- Nuffield Health - [Hormone replacement therapy \(HRT\)](#)
- Well Aware - [Menopause](#)
- Women's Health Concern - [HRT: Benefits and Risks](#)
- Women's Health Concern - [WHC Menopause Wellness Hub](#)

#### **Menstrual cycle**

- British Association for Counselling and Psychotherapy - [Menopause myths: What women really need to know](#)
- BUP UK - [Premenstrual dysphoric disorder \(PMDD\)](#)
- BUPA UK - [Coping with painful or heavy periods](#)
- BUPA UK - [Heavy periods: Symptoms, causes and treatment](#)
- BUPA UK - [How do I deal with PMS?](#)
- BUPA UK - [Five myths about menstruation](#)
- NHS - [PMS \(premenstrual syndrome\)](#)
- Wellbeing of Women - [Period Symptom Checker](#)

#### **Cervical screening (smear test)**

- NHS - [Cervical screening: what to expect \(video\)](#)
- NHS England - [Cervical screening: an easy guide](#)
- Nuffield Health - [Cervical smear](#)
- Women's Health Concern - [Cervical screening](#)

#### **Endometriosis and Adenomyosis**

- Endometriosis UK - [Getting diagnosed](#)
- Endometriosis UK - [Living with Endometriosis](#)
- Endometriosis UK - [What is endometriosis?](#)
- NHS - [Adenomyosis](#)
- NHS - [Endometriosis](#)
- Nuffield Health - [All you need to know about adenomyosis](#)

#### **Breast Screening**

- Breast Cancer Now - [Breast screening](#)
- BUPA UK - [Breast screening \(mammogram\): Procedure and results](#)
- Nuffield Health - [How to check your breasts](#)
- Nuffield Health - [What happens during a mammogram?](#)

## **Pelvic floor health**

- NHS - [10 ways to stop leaks](#)
- NHS - [How to do pelvic floor exercises \(video\)](#)
- NHS - [Pelvic health](#)

## **Mental Health & Wellbeing**

- BUPA UK - [Postnatal depression: Symptoms and causes](#)
- Mental Health Foundation - [Women and mental health](#)
- Mind - [What is PMDD?](#)
- NHS - [Depression in pregnancy](#)
- NHS - [Postnatal depression](#)
- Women's Health Concern - [Cognitive Behaviour Therapy \(CBT\) for Menopausal Symptoms](#)
- Women's Health Concern - [Emotional wellness in menopause](#)

## **Pregnancy, fertility and contraception**

- BUPA UK - [Female Infertility](#)
- NHS - [Contraception](#)
- NHS - [Infertility](#)
- NHS - [Pregnancy](#)

## **Apps**

- [Calm](#) – app for sleep, meditation and relaxation
- [CONfidence App](#) – An app to provide practical health advice, self-care tips and links to support for people with bladder and bowel leakage
- [Headspace](#) – Headspace is a science-backed app in mindfulness and meditation, providing unique tools and resources to help reduce stress, build resilience, and aid better sleep
- [NHS App](#) – The NHS App gives you a simple and secure way to access a range of NHS services on your phone. You can view your health record, including test results, request repeat prescriptions and book appointments.

- [Squeezy](#) – The Squeezy Maternity programme supports pregnant women, offering support and guidance from conception to postnatal

## **Cervical Cancer**

Most cervical screening test results are normal.

[For information about cervical cancer and screening, visit here.](#)

[Support for trans and non-binary people](#)

[Smear test, nurse Q&A and group discussion with Brighton YouTuber Zoe Sugg](#)

## **MAY WALKING MONTH**

**May is Living Streets' National Walking Month, and this year, they are highlighting the benefits of walking for women.**

They are asking women to #WalkOut – and get outside for a walk or wheel each day in May for their own health, wellbeing and enjoyment.

The call for women to 'walk out' for National Walking Month is in recognition of women being more likely to make multi-purpose journeys, such as combining school drop-offs, care responsibilities and errands within a single trip.

Living Streets wants women to go for a walk for themselves – and their own enjoyment.

[Walking Month Team Challenge Template](#)

# JUNE 2026

## JUNE 8-14 CARERS' WEEK

The theme for Carers Week 2026 is [Building Carer-Friendly Communities](#). This will highlight the impact carer-friendly communities can have in making a real and lasting difference to the lives of carers everywhere. The campaign will be brought to life by thousands of individuals and organisations taking action to ensure more communities understand, recognise, and empower carers.

### [Brighton Carers Centre](#)

June 1st at 11:00 am - 12:00 pm

### [Online Tai Chi and Qi Gong](#)

June 3rd at 10:30 am - 11:30 am

### [Online Carers Coffee and Chat](#)

June 8th at 11:00 am - 12:00 pm

### [Online Tai Chi and Qi Gong](#)

June 9th at 10:30 am - 11:30 am

### [Carers Book Club \(Tuesday Group\)](#)

June 10th at 10:30 am - 12:00 pm

### [Journaling for Carer Wellbeing](#)

## **JUNE 8-14 MEN'S HEALTH WEEK**

### **The Mental Health Crisis Among Men**

We are living in a time where mental health awareness is growing, but men continue to face a silent crisis that goes unspoken, unnoticed, and untreated. Men have socially been conditioned to suppress their emotions and keep them as if they do not even exist. This led to situations where emotional pain gets buried, stress becomes common, and depression becomes intense. And in most cases, this silence becomes untreatable.

#### **According to the current findings:**

- Men are three to four times more likely to [die by suicide](#) than women. In the UK, suicide remains the leading cause of [death for men under 50](#).
- Men are more likely to turn to alcohol, substance use, or risky behaviour to cope, [rather than seeking professional help](#).
- Globally, [men are less likely than women](#) to seek help for depression, anxiety, or other mental health issues.

These statistics aren't just numbers; these are the silent struggles that most men face in their day-to-day lives, and it's high time that we change this.

### **Why Men Are at High Risk?**

There are complex reasons, some of which are mentioned below:

#### **1. Cultural expectations**

Many men feel pressure to appear in control, and they avoid talking about feelings. This has almost become a learned behaviour, and due to societal pressure, it has become absolutely normal too.

#### **2. Lack of emotional literacy**

Men are often discouraged from expressing emotions, as society has told them just to suppress them. Sometimes they don't even know that what they're feeling needs to be shared with someone who truly listens.

#### **3. Isolation**

Men may have fewer emotionally supportive friendships and often rely solely on their partners for emotional connection. When those relationships strain, so does their mental well-being.

#### **4. Misunderstood symptoms**

Men's mental health issues don't always present in the way we have learned. Depression in men, for example, might show up as anger, irritability, or withdrawal, making it harder to recognise or treat.

#### **How Can We Support Men's Mental Health?**

Whether you're a partner, friend, parent, colleague, or just part of the wider community, here's how you can make a difference:

[Men's Health Week 2026: Raising Awareness for Men's Mental Health](#)

## **JUNE 10-14 HEALTHY EATING WEEK**

Exploring New Opportunities to Increase Fibre

Latest Webinar - On Demand

Watch our latest webinar about the latest developments in getting children and adults to eat more fibre!

Featuring guest speakers Professor Nick Wilkinson, Professor Jeff Brunstrom and Dr Annika Flynn, watch it

[here.](#)

[Healthy Eating Workshop Toolkit](#)

[Healthy Eating Team Challenge Template](#)

## **JULY 2026**

## **JULY 6-12 ALCOHOL AWARENESS WEEK**

During this year's Alcohol Awareness Week, we'll be sharing:

Tools to help you learn more about how alcohol might be affecting your health and wellbeing, and what, if anything, you'd like to do next

Top tips for cutting down

Stories of change

### **Alcohol and me - what's your story**

In a world where big alcohol companies glamorise alcohol as central to everyday experiences – from birthdays and barbecues to sofa nights and cheering on our team – it's understandable that alcohol often feels like an inevitable part of so many of our lives. So this Alcohol Awareness Week, we're inviting a different conversation and asking: how might alcohol truly be impacting our lives and what can we do about it?

## **AUGUST 2026**

### **August 6 CYCLE TO WORK DAY**

Cycle to Work Day is a nationwide celebration of commuting by bicycle – promoting health, sustainability, and eco-conscious travel. Whether you're a seasoned cyclist or a curious beginner, the day offers a perfect opportunity to embrace active transport and enjoy the benefits of riding to work. Supported by cycling organisations, employers, and local councils, this annual initiative helps reduce carbon emissions, relieve public transport congestion, and support mental and physical well-being.

### **Green zone**

#### **The truth about what happens to your food waste after collection**

The final rollout of caddies across the city means that we can all take action to be more sustainable. Brighton & Hove City Council's [new food waste collection](#) allows everyone to reduce their food scraps (anything but liquids), including tea bags, apple cores, eggshells and bones. But where does the food waste in our caddies go? [The truth about what happens to your food waste after collection - Brighton and Hove Food Partnership](#)

#### **Food Partnership annual report**

[A year in numbers: Our impact in 2025 - Brighton and Hove Food Partnership](#)

## **Knowledge Share**

### **Positive expressive writing for wellbeing: which techniques work best?**

The Mental Elf; 2026.

<https://www.nationalelfservice.net/treatment/complementary-and-alternative/positive-expressive-writing-for-wellbeing-which-techniques-work-best/>

Writing about your best possible self or things you're grateful for showed the greatest improvements in wellbeing, but most studies were of poor quality and focused only on non-clinical populations.

### **Everyone has the right to work: describing a growth-focused service to support adults with learning disabilities to work.**

Anka A. Tizard *Learning Disability Review* 2026;31(3):46–55.

This paper reports on one community-based service in England that uses a growth-focused approach to support people with learning disabilities to gain skills for employment in their communities.

## **Teachers' workloads**

Key drivers of excessive workload included: marking and feedback; lesson planning; data management; administrative responsibilities; external accountability; and limited professional autonomy. These factors were found to increase working hours and negatively affect well-being, job satisfaction, and career intentions. Workload-reduction initiatives exist, but adoption is inconsistent, and effects are limited. Workload emerges both as a key factor in teacher attrition and a potential barrier to attracting new entrants.

[Full article: The components and implications of teacher workload: a review,](#)

## **Physical Activities**

### **Free Qigong in the Park for World Qigong Day**

April 25th 9 am and 10 am

9am Queens Park, Sophie Gibson

10am St. Ann's Wells Gardens, Peter Deadman

10 am Hove Park, Tony Austin

Why Qigong?

Qigong is an exercise originating in China that blends movement, mindfulness, and deep, slow breathing, proven to improve well-being. Science shows that regular practice can:

- Lower Blood Pressure & Stress: Slow, intentional breathing calms your “fight-or-flight” response.
- Boost Immunity: Gentle movement improves circulation and strengthens your body’s natural defences

Here's the [Eventbrite Link](#)

[Pause, move and reset at work recordings.](#)

### **Become Mindful Movement Train the Trainer Course,**

We have now worked out the details for our next Mindful Movement Train the Trainer Course, which will start in September. We have a short application process, which we are opening to this group first before opening it wider.

Please complete [this form](#) by May 9th, and we will be in touch mid-May with the next steps.

Based on feedback, we decided to reduce the face time to 21 hours and include some mandatory online learning, self-study and online tutorials. You can read more about the course dates and [other information here](#), [course objectives here](#).

### **Natural Health Foundation Community Classes:**

**Community Classes - Brighton Natural Health Foundation**

**Strength and Balance Activities for over 50s - Strength and Balance Activities - Ageing Well**

**Exercise at home with the NHS Fitness Studio Exercise - NHS**

