



# BUSINESS HEALTHY



## News and updates from Business Healthy, 7 August

*Photo credit - James Burns*

This newsletter is designed to provide a roundup of news, updates and information that may be useful in helping you to keep your workforce healthy and well. It is written in a way to make it easy for you to cut and paste content to share across your internal communications channels. If there is a way we can make this easier, please let us know [here](#).

A copy of this newsletter is also available on the [Business Healthy website](#).

Business Healthy is funded and delivered by the City of London Corporation's Public Health team, supporting the City Corporation's statutory obligations to ensure the health and wellbeing of the more than half a million people who work in the Square Mile each day.

Follow Business Healthy on [Twitter](#) or [LinkedIn](#) to stay up-to-date on news and developments in the world of employee health and wellbeing in the Square Mile.

## Embracing LGBTQ+ inclusion in the workplace



In support of Pride Month earlier this summer (June 2023), Billy Campbell from the Institute for Employment Studies looked at the positive progress made towards improving LGBTQ+ inclusion in the workplace, and how LGBTQ+ employees can be better welcomed and supported in order to achieve full equality and inclusion.

Looking at an analysis of over 3000 survey responses in 2021, [Stonewall found](#) that LGBTQ+ employees in Britain are still, unfortunately, more likely to experience harassment, victimisation and discrimination compared to their heterosexual, cisgender counterparts during all stages of the employee lifecycle. Some of the survey findings include:

- While searching for work, 18% of respondents to Stonewall's survey said they had experienced discrimination at application and/or interview.
- While in work, 10% felt that their LGBTQ+ identity (rising to 24% for trans respondents) prohibited them from progressing in their role.
- Minority ethnic, disabled and trans individuals were most likely to report that they had lost a job due to their LGBTQ+ identity.

Following this, Billy Campbell has shared suggestions to help support inclusion at work, with employers being urged to consider the following approaches:

- Develop clear, inclusive policies to support LGBTQ+ inclusion, accompanied by clear steps to be taken in instances where homophobic, biphobic, or transphobic behaviour is displayed. Also, communicate to staff the correct channels for reporting such behaviour.
- Implement organisation-wide diversity and inclusion training to educate employees at all levels on the importance of an inclusive workplace. Include specific training for line managers around supporting direct reports who identify as LGBTQ+.
- Communicate a commitment to inclusivity within job adverts to encourage applicant diversity, and train recruitment teams to understand the stages within the recruitment process where discrimination can occur. Monitor workforce diversity at all levels to understand where LGBTQ+ applicants and employees might be experiencing poorer access to opportunity or progression. Celebrate LGBTQ+ talent within organisations to support the generation of LGBTQ+ role models for newer and younger employees.

You can [find out more and read the full blog here](#).

## The impact of children's mental health on working parents



The mental health crisis in children is likely to be having an impact on many working parents across the country. The City Mental Health Alliance (CMHA), in partnership with Morgan Stanley and PwC, has recently published a report to better understand the extent and nature of this impact, and how businesses can support employees who are experiencing this.

Key findings from the report include:

- 68% of the working parents surveyed were concerned about their child's mental health in the last two years.
- 60% of surveyed parents who are concerned about their child's mental health say that it negatively affects their own mental health.
- 65% of those who are concerned said that their concerns about a situation with their child has impacted them at work in some way.

There are ways that employers can support workers who have children that may need additional mental health support, as mentioned by employees. One-quarter of concerned parents surveyed said they would like an employer to provide them with access to mental health and wellbeing interventions to support themselves, such as an Employee Assistance Programme. Employees also said they would like their employer to provide tools and resources to help them understand and manage their own mental health, while also offering flexibility and adjustments in how they work.

The report also sets out recommendations to help businesses offer appropriate support to their employees. Recommendations include:

- Create a culture of wellbeing and psychological safety – businesses should work to create environments that de-stigmatise mental health difficulties for all employees.
- Provide and signpost to accessible resources, tools and support for employees who are parents and, where possible, their children.
- Develop a mentally healthy working environment – it is important to create a work environment, and design jobs so that people are able to balance their priorities at home with their work.

You can download and [read the full report here.](#)





## **The Mayor of London's Good Work Standard**

The Mayor's Good Work Standard brings together best employment practices and links to resources and support from across London to help employers improve their organisations.

The Good Work Standard sets the benchmark that the Mayor wants every London employer to work towards and achieve. Organisations able to meet the Good Work Standard criteria can apply for accreditation and recognition as leading employers from the Mayor.

The Good Work Standard guidance for employers has recently been launched in collaboration with London's employers, trade unions, professional bodies and experts. It's also been updated to reflect the most up-to-date criteria for good work and signposting to the latest thinking.

Find out more in the [updated employer guidance](#) and in the [Good Work Standard Employers Guidance](#) which employers can use to support their accreditation.



**Download R;pple: The internet browser add-on that can save lives**

R;pple is an internet browser add-on designed to save lives by intercepting harmful online searches. It can be added to most internet browsers where it acts as a life-saving service.

If someone searches for harmful online content relating to self-harm or suicide, having R;pple installed redirects the person to webpages with mental health support, and importantly, messages of hope.

R;pple can be downloaded and added to your organisation's internet browser.

You can [find out about R;pple and download](#).

## Get involved



### **Small Steps: Get active locally this summer!**

It's important for mental and physical wellbeing to keep active. Just 10 minutes a day can help with conditions such as high blood pressure and diabetes, strengthen your bones and muscles, and improve balance.

That's why this summer, Hackney Council and the City of London are encouraging everyone to get active and create unforgettable memories! Explore parks, playgrounds and sports facilities, and enjoy quality time together while staying fit and having fun.

There are plenty of ways to get active and enjoy quality time with your friends, family and colleagues in the Square Mile which includes access to [25 local parks and green spaces](#), and [subsidised gym and swimming](#). You can also access [free activities for young people](#) and a [free youth club for eight to 19-year-olds](#) provided by SocietyLinks.

**You can keep up-to-date with [what to see and do in the City of London](#), and find out about free and [fun activities available in Hackney](#).**

### **Visit the new City of London destination website to find out what's happening locally**

The new [City of London destination website](#) has launched where you can access the best of the City's consumer offer to London, the UK, and international visitors.

Some of the website highlights include: [things to do in the City of London](#) and a focus on [the top 40 things to do this Summer in the City](#).

The new website also promotes world-leading culture, heritage, attractions, experiences, hotels, pubs, bars, and restaurants.

**Do you provide care for an older person living at home with an ulcer?**

Are you a relative, partner, friend or neighbour who provides care to an older person with a pressure ulcer/bed sore? If so, the City of London University wants to hear from you as part of its research on the views and experiences of carers.

You can take part in person or over the phone, and a £20 voucher will be offered for your time. [Find out more.](#)

### **Barts Hike for Health: help raise money for St. Bartholomew's Hospital**

As part of the 900th-anniversary celebrations of St Bartholomew's Hospital, Barts Charity has launched an exciting new urban walking event – [Hike for Health](#). The charity fundraiser takes place on Sunday 1 October at 9.30am, starting and finishing at St. Bartholomew's Square.

Patients, their families and friends are invited to come together with the local community to raise funds to help bring ground-breaking research and transformational healthcare to life in East London.

The route explores some of the City of London's iconic buildings, including the Bank of England and Leadenhall Market, before looping back past the Tower of London and finally St Paul's.

The routes are available for different abilities ranging from 5 to 15 kilometres, and those who take part can use the special discount code 'NHS50' to get 50% off the registration fee.

Find out more about how to take part in the hikes and [sign up here](#).

**If you have any questions before signing up, please email [Kevin Machin](#).**

## **Have your say**







### **Have your say on the City and Hackney sexual and reproductive health strategy**

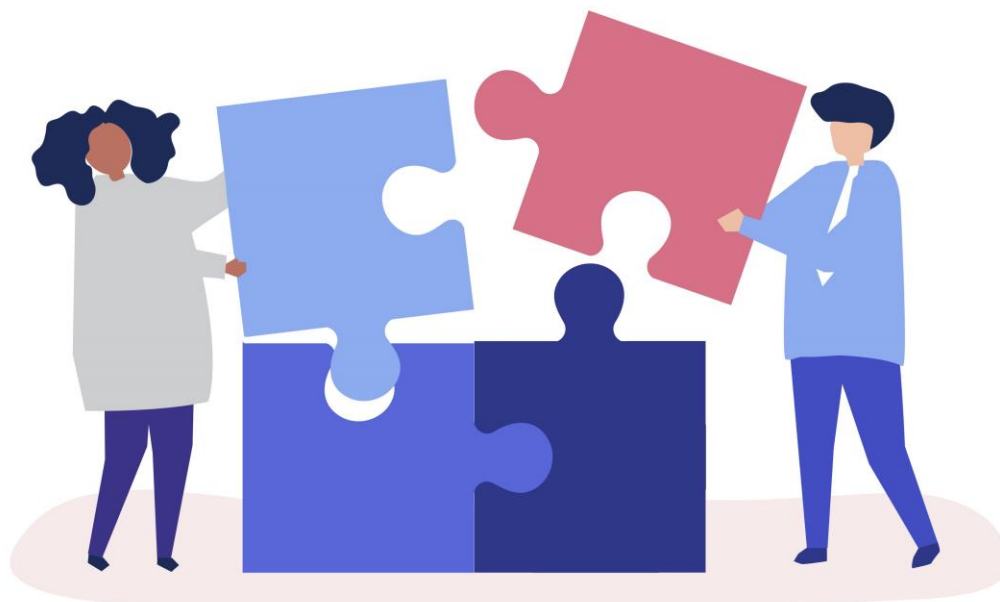
The City of London and Hackney Council are consulting on a draft five-year strategy for sexual and reproductive health to ask residents, service users and partners if they have chosen the right priorities to focus on.

You can share your views by [taking part in this survey](#) by 20 September, where you can also enter a raffle to win a £50 shopping voucher.

If you would like to be more involved, you can join an online discussion or a face-to-face meeting looking at the strategy and contribute to action planning.

[Find out more and sign up here](#). £20 Love to Shop vouchers will be available for those who join the discussion.

## Resources and information



### Local mental health and wellbeing services available

People who live and work in the City of London are being encouraged to take advantage of local mental health and wellbeing services.

There are a range of friendly, supportive, and accessible organisations in the Square Mile and Hackney that can help. Some of the services include:

- [City Advice](#): City Advice offers a confidential and impartial service, giving advice on a range of issues including consumer and employment rights, welfare benefits, debt, housing, and legal issues. They also give guidance on relationships, health, and wellbeing.
- [City and Hackney Wellbeing Network](#): The City and Hackney Wellbeing Network is a network of voluntary sector mental health services for adult residents in City and Hackney. The network supports people with severe mental health conditions.
- [City Wellbeing Centre](#): City Wellbeing Centre is a counselling and psychotherapy centre for workers and residents in the City of London and neighbouring boroughs. The services are available to anyone who lives or works in postcodes EC1 – EC4, and anyone who lives in the City of London, Hackney, Camden, Islington, Tower Hamlets, Westminster, Southwark and Lambeth.
- [Dragon Café in the City](#): Dragon Café in the City welcomes anyone who is feeling the pressures of work or life in and around the City of London. Dragon Café runs a fortnightly

programme of events for those who wish to release the pressure, break the stress cycle, and build resilience. It is free and open to all, and everyone is welcome.

- [Good Thinking](#): Good thinking is free and supports Londoners to look after their health and wellbeing in a way that works for them. Since its launch in 2017, more than 700,000 people have used their services to tackle anxiety, stress, low mood, sleep problems, and other concerns. [Find out more about mental health and wellbeing services in the City of London](#)

### Stay up-to-date with MMR vaccinations

If you're planning on travelling abroad this summer, make sure you and your loved ones are up-to-date with vaccinations like measles, mumps and rubella (MMR) if you're travelling to countries where measles is more common. [Read more about staying well when travelling.](#)

### Sharing is caring



Share your thoughts, feedback or questions on our newsletter, general musings, or ideas for upcoming events with us - [businesshealthy@cityoflondon.gov.uk](mailto:businesshealthy@cityoflondon.gov.uk)

Did you find this newsletter useful? If you know of someone who would like to receive it, too, they can subscribe [here](#).

We are not precious about our content, so please feel free to share it far and wide.

Previous editions of our newsletter can be found [here](#).

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