

Title:	<b>Workplace Healthy Eating</b>
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Distribution:	All staff and GP members of the CCG.
Compliance:	Mandatory for all permanent and temporary employees of Rotherham CCG.
Equality & Diversity Statement:	In applying this policy, the Organisation will have due regard for the need to eliminate unlawful discrimination, promote equality of opportunity, and provide for good relations between people of diverse groups, in particular on the grounds of the following characteristics protected by the Equality Act (2010); age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation, in addition to offending background, trade union membership, or any other personal characteristic.

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A healthy diet is essential for good health and contributes to improved wellbeing. The workplace is a good setting for promoting healthy eating and improving people's health.

A whole range of health problems are linked to poor diet and insufficient physical activity, including coronary heart disease, diabetes and high blood pressure. Health issues such as problems sleeping, depression and back, neck and joint pain may not be as life-threatening, but they can significantly impact productivity, mental health and quality of life.

Eating a healthier diet can really benefit employees, including preventing illness and helping them to manage their weight. Small changes to the working environment and culture can have a positive impact on health and wellbeing, and can lead to a more motivated, productive and healthier workforce.

A diet based on starchy foods such as potatoes, bread, rice and pasta; with plenty of fruit and vegetables; some protein-rich foods such as meat, fish and lentils; some milk and dairy foods; and not too much fat, salt or sugar, will give you all the nutrients you need. It's also important to reduce sugary drinks and eat the right sized portions.

**Purpose:**

The purpose of this policy is to demonstrate to employees that Rotherham CCG management has a commitment to the health and wellbeing of its employees and their families.

Rotherham CCG will act as a role model with a commitment to the promotion of a healthy diet in their workplace.

**Scope:**

This policy covers any provision of food to staff including work functions, meetings, workshops and seminars, the workplace cafeteria, snack boxes, vending machines and social functions.

**Policy objectives:**

To implement a healthy eating policy that supports employees to make healthier choices in a variety of ways.

**Policy actions:**

- Continue to provide an organisational environment and culture where healthy eating is encouraged and where healthier choices are easier.
- Encourage employees to have a healthier diet through the use of promotional and motivational resources, e.g. encouraging employees to make healthier choices from the kitchen menu using price and placement and providing information about the food and drink on offer.
- Work with any potential/future on-site caterers to provide a healthy variety wherever food and drink is offered, to make them visible and attractive and encourage employees to choose them.
- Provide clean and user-friendly food storage and preparation areas away from work areas.
- Encourage employees to take a break to eat their meals away from their desks or work areas.
- Provide access to drinking water for employees and visitors to access.
- Where possible provide cool storage areas.
- Promote weight loss programmes for those who wish to lose weight, ensuring that they are in line with current government guidance, based on a balanced diet, encourage regular physical activity and expect people to lose around 0.5kg-1kg a week (1-2 pounds).

- Look to promote and support at least one national health eating campaign annually.
- Engage senior management in the implementation and promotion of this policy to all staff.
- Work with partners in the NHS and Local Authority to provide information, services and support for staff who want to improve their own and their families' diets.

**Signposting:**

**Further advice and details can be found at:**

Change4Life. A good source of information and free resources.

<http://www.nhs.uk/Change4Life/Pages/healthy-eating.aspx>

Information about all aspects of healthy eating.

<http://www.nhs.uk/livewell/healthy-eating/Pages/Healthyeating.aspx>

National Institute for Health and Care Excellence (2006): Recommendations for workplaces.

<http://pathways.nice.org.uk/pathways/diet#content=view-node%3Anodes-all-workplaces>

Healthier and More Sustainable Catering: A toolkit for serving food to adults (2014)

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/347873/Adults\\_toolkit.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/347873/Adults_toolkit.pdf)

Further support may also be available from the Public Health team in your Local Authority.

**Monitoring and review:**

In order to ensure fair and effective management of this Policy, arrangements will be put in place to review on an annual basis to ensure it remains relevant.