

Title:	Workplace Physical Activity Policy
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Owner:	
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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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The need for a physical activity policy

Physical activity is essential for good health and contributes to positive wellbeing.

The workplace is an important setting in which people can increase their levels of physical activity to benefit their health and protect against illness.

Rationale:

For general health benefits, adults should achieve a total of at least 30 minutes a day of moderate intensity physical activity on at least 5 days of the week. The 30 minutes of physical activity can be achieved either by doing all the daily activity in one session, or through several shorter bouts of activity of 10 minutes or more.

The benefits of physical activity on mental health are well documented throughout current research and can help improve mental fatigue, anxiety and tension whilst also improving sleep behaviour.

Policy Objectives:

- To increase the opportunities for physical activity around the workplace.
- To create a workplace environment that encourages employees to incorporate physical activity into their daily routine.

Actions:

1. Raise awareness of the benefits of physical activity:
 - Provide educational materials and resources on physical activity
 - Provide staff training on the benefits of physical activity and risks of physical inactivity
 - Provide details of local physical activity promotional events
2. Support employees in becoming more physically active in a variety of ways:
 - Encourage employees to make active choices through the use of promotional and motivational resources
 - Encourage employees to walk or bike to work, or to use the stairs instead of the elevator
 - Map out walking routes within the area and publicise them with times and distances
 - Provide information on local sports and leisure facilities, classes and clubs
 - Promote CCG activity groups (for example, walking, yoga)
 - Provide, where possible, an option of corporate memberships at local fitness centres
 - Promote local Bike to Work Schemes to employees
 - Support employees to reduce sedentary behaviour
3. Remove barriers and enable staff to be active in and around work:
 - Provide where possible flexible working hours to allow for physical activity before, during and after work
 - Provide safe storage racks for bicycles
 - Provide where possible showering and/or changing facilities

Signposting:

Further advice and details of local services can be found at:
<http://www.nhs.uk/Change4Life/Pages/be-more-active.aspx>

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.