Around a third of adults in England are damaging their health through a lack of physical activity.

1 in 4 women and 1 in 5 men in England are defined as inactive.

Employees who are in good health are less likely to need time off work and are likely to be more productive.

In 2015, 57% of women and 66% of men in the UK were overweight or obese.

Latest data show that in the UK only 25% of men and 28% of women ate the recommended level of at least five fruits and vegetables per day.

Healthy eating can reduce the risk of chronic diseases such as heart disease, stroke and some cancers.

On average, obesity deprives an individual of an extra 9 years of life.

The cost of an unhealthy workforce to the UK taxpayer has been estimated at over £60 billion per year.

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*Inactive – doing less than 30 minutes of moderate physical activity each week*
Actions for employers

Understand the importance of physical activity, healthy eating and healthier weight:
- Showcase the ways that your organisation champions physical activity, healthy eating and evidence-based weight management. What are you doing well and are you open to new ideas?
- Have you measured the extent and nature of any issues – for instance, through a staff health and wellbeing survey?
- What are you currently doing to help employees be more active, make healthier choices for food and drink, achieve and maintain a healthier weight (recognising that prevention and early intervention is best?)
- Have you communicated the importance of physical activity, healthy eating and healthier weight to employees?
- Have you asked employees about barriers to physical activity and a healthy balanced diet in the workplace?
- Have you worked with staff to think about how the workplace can support them to achieve and maintain a healthy weight?

Create an environment and culture that supports physical activity, healthy eating and healthier weight in the workplace:
- Have you considered your responsibilities under health and safety legislation to promote physical activity and access to healthier food and drink options?
- Are the roles and responsibilities of individuals or groups in your business to promote physical activity, a healthy balanced diet and healthier weight clearly defined?
- Do you encourage and support open conversations about health and wellbeing with employees?
- Do you encourage and support self-management – i.e. signposting to existing tools and support services?
- Do you ensure employees know how to access occupational health services?
- Do you know which external resources you can use to promote physical activity, a healthy balanced diet and healthier weight?
- Do you review individual needs and make reasonable adjustments and adaptations to employees’ work? For example, are night workers supported in a similar way to those working daytime office hours?
- Do you empower employees and managers to challenge the stigma of obesity in the workplace?

Do you actively support employees’ physical and mental health?
Do you monitor engagement and uptake to ensure that your interventions are reaching those that need them?

Signpost to knowledge and training:
- Does your health and wellbeing strategy or policy promote physical activity, a healthy diet and optimal weight management?
- Is there specific training for employees on workplace health and wellbeing?
- Does training include the complementary activity of tackling sedentary lifestyles, poor diet, unhealthy weight and other issues such as mental health?
- Does training include communication skills around conversations about physical activity, nutrition and weight issues?
- Is there feedback to ensure training meets needs?
- Is training evidence-based?
- Do employees know where to find information on physical health, healthy eating and healthier weight?
- Do managers proactively promote and encourage employees to take control of their own health and support them to take action?
- Is there a network of workplace health champions to coordinate and motivate employees?

Download the full toolkit:
https://wellbeing.bitc.org.uk/all-resources/toolkits/physical-activity-healthy-eating-and-healthier-weight-toolkit

(Source: Physical activity, healthy eating and healthier weight – a toolkit for employers)