

Physical Activity Policy

Adapted from Greater Glasgow NHS Board's Health Promotion Department
<http://www.healthatwork.org.uk/pdf.pl?file=haw/files/PhysicalActivityPolicy.pdf>

The Policy Aim

- To promote and encourage employees regular participation in moderate physical activity.

Objectives

1. Raise awareness of the health related benefits of physical activity and the health risks of physical inactivity.
2. Educate employees concerning the types and amount of activity necessary to benefit health.

Policy Actions

The Company will:

- Provide educational leaflets and resource information on health-related activity
- Provide staff seminars on the benefits of activity and the risks of inactivity
- Hold physical activity promotional events

3. Advertise and promote opportunities for participation in health related physical activity to all employees.

Policy Actions

The Company will:

- Liaise with local health promotion of local authority departments to increase information, resources and expertise.
- Establish a physical activity notice board or circulate opportunities to staff via newsletters, pay slips, memos, etc.

***Check that advertised opportunities for exercise classes are provided by professional groups or individuals, or provide employees with information on what they should check when signing up for a class.

4. Develop formal mechanisms, appropriate to the size and resources of the company, which will make participation in physical activity easier for employees.

Policy Actions

The Company will:

- Utilize promotional and motivational posters encouraging employees to make active choices, such as using the stairs in preference to elevators or escalators.
- Provide safe walking route maps to promote walking/jogging during lunch.
- Provide corporate memberships to on-site, private or local authority facilities.
- Establish and support employee sports teams or activity groups.
- Provide flexible working hours to allow physical activity participation before, during or after the working day.

5. Promote active commuting to and from work

Policy Actions

The Company will:

- Provide safe storage racks for bicycles.
- Provide showering and/or changing facilities (where feasible)
- Detail or advertise local public transport routes to work
- Provide cycle mileage (preferably equivalent or greater than car mileage)
- Provide a car pool or encourage car sharing*

*This may allow people to leave their car and actively commute to work, even if they require the car during working hours.

6. Consider the impact of new working conditions on employees health and physical activity participation

Policy Actions

The Company will:

- Ensure that the effect of policy changes on health and physical activity participation is a criterion for assessing new working practices prior to implementation.
- Ensure that new working practices conform to statutory health and safety legislation.
- Ensure that new working practices do not contribute to existing barriers to physical activity participation

Review and Monitoring

- This policy will be reviewed at 3 months following implementation and then annually after that.
- All new employees will be made aware of the policy and its provisions, via the staff handbook or other information/induction packs.