

Committee(s)	Dated:
Health and Wellbeing Board	16 th September 2016
Subject: Sports and Social Clubs available to City of London Corporation staff to encourage physical activity	Public
Report of: Director of Human Resources	For Information

Summary

Good physical health and mental wellbeing are vital to a productive and motivated workforce. By adopting a progressive and proactive approach to the wellbeing of our staff, the City can reduce further sickness absence and presenteeism levels. HR is currently implementing its wellbeing strategy, CityWell, and investing in the health of our employees. The Corporation will see in return higher levels of engagement and productivity from our staff, and continue to attract and retain the highest calibre of talent. This paper looks to present to members the various physical activity clubs and societies that take place at the City of London Corporation for its staff.

The benefits of physical activity and social inclusion in health are well documented as such the HR Strategy has included these as distinct phases within their employee wellbeing strategy. The CityWell programme has also partnered with the City of London Staff Sports & Activities Club (COLSSAC) to deliver some of the physical activity side of the programme.

Recommendation

Members are asked to:

- Note the contents of the report
- Support City of London Staff Sports & Activities Club (COLSSAC) and influence City Surveyors where possible to support the facilities in house
- Influence external partners and service providers for the City to work with the City of London Corporation to enhance provision for staff where possible
- Allow the exploration of StepJockey further as a potential tool to increase physical activity within the Square Mile.

Main Report

1. Introduction

- 1.1. Traditionally health and wellbeing in the workplace has focused on upholding a reactive approach to support employees who have become unwell. However, the City aims to take an increasingly holistic approach and introduce preventative measures to promote health and wellbeing. This is essential, as good physical health and mental wellbeing are vital to a productive and motivated workforce.

1.2. As many people spend a significant proportion of their lives in work, we recognise that the employer plays a pivotal role in affecting the health and wellbeing of employees, and therefore the workforce is the ideal environment to promote healthier working practices and positively influence lifestyle choices. By investing in the health of our employees, the Corporation will see in return higher levels of engagement and productivity, and it will continue to attract and retain the highest calibre of talent.

1.3. Sickness absence at the City of London is comparatively low in comparison to local authorities across London, however it is our aspiration to continue to reduce these figures even further to strive for optimum efficiency, whilst also increasing the health and wellbeing of Corporation employees.

2. Background

2.1. The City added health and wellbeing to the Human Resources strategy and this has been implemented since its launch in April this year. Our aim is to establish a resilient health and wellbeing programme, which continues to develop and adapt to the changing needs of Corporation employees in years to come. We have identified the name 'CityWell' for the programme, the strapline to accompany the strategy will be 'Working Well Together'.

2.2. The programme's interventions will be delivered in three phases. Each theme will focus on a key determinant of health: physical health, mental wellness and social wellbeing. Although each theme will have its own phase and the initiatives will run consecutively, some interventions will also be delivered across phases.

- **Phase 1 – Take Notice and Learn**

The first phase will prioritise raising awareness of mental health in the workplace.

1. Time to Change Pledge
2. Mental Health First Aid training
3. This is Me campaign

- **Phase 2 – Be Active**

The second phase of the programme will draw attention to physical activity and exercise.

1. One You, Active 10 – In partnership with Public Health England
2. StepJockey
3. COLSSAC Studio Sessions

- **Phase 3 – Connect and Give**

The third phase of the programme will focus on the importance of volunteering and sharing skills throughout the organisation.

1. Healthy Balanced Diet campaign
2. Two Days to Give – In partnership with COL CSR
3. Open and Green Spaces

2.3. COLSSAC

CityWell has partnered with the City of London Staff Sports & Activities Club (COLSSAC) to deliver some of the physical activity side of the programme. We are promoting our in-house studio space. Through this partnership we have already increased the amount and variety of fitness classes taking place throughout the working day. Our aspiration is to increase participation from employees who do not work at Guildhall but are in close proximity to the services available building on some of the external areas where activities are already in place such as Barbican and Museum of London.

2.4. StepJockey

CityWell will introduce StepJockey, an evidence-based initiative which uses nudge behaviour economics to encourage employees to make more use of the staircases. Smart-signs will be installed on four stairwells in Guildhall and through wireless QR and NFC technology employees will be able to track their progress.

2.5. The potential for this as a measurable physical activity and behaviour modification initiative is very exciting and we'd like to explore the application of StepJockey to the wider City, such as the use of smart signs on bridges into the Square Mile. This has significant scope to feed into wider transportation networks such TFL tube network.

2.6. One you - Active 10

In addition to promoting the City Corporation's open spaces and City parks and gardens, we will also be promoting walking and active travel to employees. We are working in partnership with Public Health England on their national One You campaign. The initiative encourages us all to adopt healthier lifestyle behaviours. As part of the 'Active 10' element of the campaign we are encouraging employees to move more and take daily desk-breaks. CityWell have designed booklets outlining three 10-minute walking route around the Square Mile – red, blue and green.

3. Main Report

3.1. COLSSAC - City of London Staff Sports & Activities Club

The City of London Staff Sports & Activities Club (COLSSAC) is a private staff members' club, consisting of a wide range of sports and activities clubs. The club is overseen by an annually elected Committee.

3.2. The predominant objective of the COLSSAC committee is to encourage employees to engage in group sports and social activities. COLSSAC therefore provides the resources and guidance to support members undertaking such activities, whilst also promoting and the formation of new sports and activity clubs.

3.3. The club currently offers thirteen activities which are open to all employees: Badminton, Cycling, Football, Ladies Football, Golf, Karate, Keep Fit, Middle Eastern Dance, Netball, Pilates, Running Club, Table Tennis & Yoga and circuit training. Swimming used to be a very popular club offer. This had to

be folded when the facilities were denied to the sports club when the new provider took over management of the Golden Lane Sports Centre.

3.4. As well as sports they also organise various events that give staff opportunities to socialise, such as an Open Table Tennis Championship, Annual Children's Party, Charity quiz nights and lately ran a very successful boat party on the Thames.

3.5. Classes are all generally well attended, the table below summarises membership numbers and usual attendance where available

Membership of Clubs and attendance

Club	Total membership	Attendance on average (per lesson)	Lessons per week
Karate	30	8-16	3
Yoga	100	10-15	3
Golf	30	15-20	
Pilates	30	10-14	3
Table Tennis	25	6-8	2
Badminton	12	7-8	1
Football	25	6	1
Ladies Football	10	6	1
Netball	12	6	1
Middle Eastern Dance	7	6-7	1
23 Mile Running Club	60		
Cycling Club	100		
Keep Fit	81	12-16	1
Circuit training	81	10-12	1
Total	603		

3.6. All clubs have 'drop-in' staff who may train a number of times at a club and then decide to try something else, these are not included. Social activities 2016 staff children's fancy dress party attendance was 150. Two charities quiz nights attendance 80 per night, Boat trip 150, two Table tennis competitions of which 20 attended both events.

3.7. Some clubs such as football, golf, badminton and netball take place off site.

3.8. Other physical activity opportunities exist such as Golden Lane Leisure Centre, previously Fusion have not afforded staff any meaningful deal that could be considered a staff benefit. The current contract negotiations will be used to ensure a better meaningful deal can be secured for staff such as

free swimming or substantial City of London Corporation staff discounts. This would considerably enhance the staff offer. The Wellbeing Board could influence any corporate partners to work with it in the delivery of any of its strategic aims, internal and external.

4. Conclusion

- 4.1. There is strong scientific evidence that being physically active can help people lead a healthier and even happier life. People who do regular activity have a lower risk of many chronic diseases, such as heart disease, type 2 diabetes, stroke, and some cancers. Research shows that physical activity can also boost self-esteem, mood, sleep quality and energy, as well as reducing your risk of stress, depression, dementia and Alzheimer's disease. For this reason it has been included in our workplace wellbeing strategy.
- 4.2. We have an excellent resource in the COLSSAC and partnering with CityWell will help boost their profile across the organisation by incorporating them and their activities into regular corporate campaigns and events. We hope this will encourage more employees to engage with the sports clubs and facilities that we have in the Guildhall, which will in turn improve the health and wellness of our employees.
- 4.3. The studio is at present an excellent resource, along with the facilities provided such as showers, lockers and changing rooms. These spaces should be supported, maintained and improved as necessary for the benefit of all staff.
- 4.4. Any influence the wellbeing board has over these facilities including exploring and joining up other fitness opportunities for staff should be applied as required in order to preserve and continually improve the physical activity offer as an employer.

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