**Advice:** Please note that this document acts as a guide only. Wording, tone, and content should be adapted by the workplace in consultation with staff and stakeholders. Some of the policy may take time to implement, so you may like to add a timeline with your final policy. Remember to add a review date – ideally this should be no longer than 24 months.

Oral Health Policy for [Workplace]

# Statement of Intent

[Insert workplace name] is committed to supporting the health and wellbeing of its employees. Good oral health is essential to overall health, and this policy outlines how we will promote awareness and access to oral health resources.

# 1. Oral Health Promotion

## 1.1 Awareness and Education

- Oral health awareness will be promoted through internal communications, posters, and wellbeing campaigns.
- Information on toothbrushing, diet, and dental check-ups will be shared regularly.

## 1.2 Access to Resources

- Staff will be signposted to NHS dental services and oral health resources.
- We will support national campaigns such as National Smile Month and Sugar Awareness Week.

# 2. Workplace Practices

## 2.1 Healthy Eating

- We will encourage healthy food and drink options in staff areas and during meetings.
- Vending machines and catering will aim to reduce high-sugar options.

## 2.2 Flexibility for Dental Care

- Staff will be supported in attending dental appointments without penalty.
- Managers will be encouraged to accommodate dental health needs as part of wellbeing support.

## 2.3 Occupational Health and Safeguarding

- Oral health concerns that may impact work performance or wellbeing can be discussed confidentially with HR or Occupational Health.
- Safeguarding policies will be followed where relevant.

## 2.4 Training and Support

Wellbeing champions or HR staff may receive training to support oral health promotion.

# 3. Resources

- NHS Oral Health Advice: https://www.nhs.uk/live-well/healthy-teeth-and-gums/
- Delivering Better Oral Health Toolkit: https://www.gov.uk/government/publications/delivering-better-oral-health-an-evidence-based-toolkit-for-prevention

Policy Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Review Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_