

**Healthy
Workplaces**

**North
Somerset**

Healthy Workplaces Network Meeting

23 April 2026

Agenda

What?	Details	Who
Healthy Workplaces Programme	Healthy Workplace Programme overview and update, evaluation update	Naomi Greaves, Health Improvement Specialist, Food, Nutrition & Workplace
Meet and greet	Roundtable intros – where from, if members of the awards programme, anything to share, any questions for the group.	All
Smoke Free	Information about up and coming smoke free webinar on how the smoke free team can support workplaces	Chris Miles, Chris Jones – Smoke free team
ADHD in the workplace	Supporting people with ADHD in the workplace	Andy Ryan – Irregular training
PHIRST evaluation progress	Update of evaluation progress and contribution opportunities	Jemma Hawkins & Nina Pugh – PHIRST team
Healthy workplaces events	Up and coming events	
Any other business		All



Naomi Greaves
Health Improvement
Specialist: Food,
Nutrition & Workplace
Health



Liz Green
Food, Nutrition &
Workplace Health
Manager



Abi Thomas
Public Health
Practitioner
Apprentice

The North Somerset Healthy Workplaces programme

- Public Health initiative
- Promote and maintain health & wellbeing of working age population
- Benefits to business and local economy
- A vehicle for greater reach of local health promotion activities
- Reduce health inequalities



The Healthy Workplaces Awards

Free, flexible support to promote the health and wellbeing of your staff

Member benefits include:

- Evidence based framework and guidance
- Peer to peer support
- Events
- Shared resources
- Celebrating success



Bronze, Silver and Gold Healthy Workplace Awards

All levels of award are based on the following criteria:

Six key Healthy Workplace goals:

1. Leadership and commitment
2. Compassionate, inclusive and effective line management
3. All staff feel engaged and supported
4. Understanding employee health needs and evaluation of health and wellbeing programme
5. The workplace environment
6. Equity, equality, diversity, inclusion and belonging

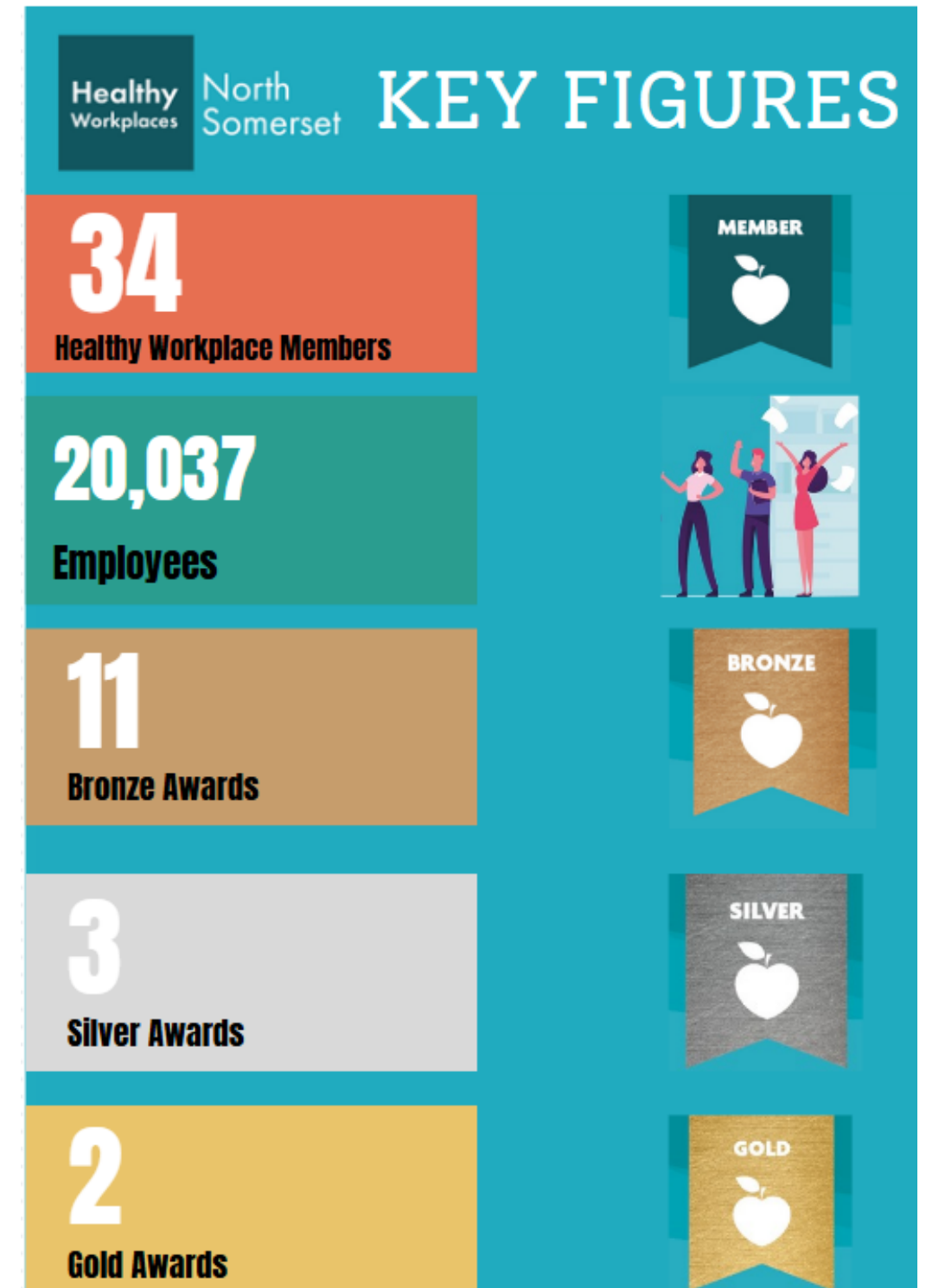
Nine health and wellbeing topics:

1. Mental health and wellbeing
2. Musculoskeletal health
3. Smoking and vaping
4. Food, nutrition and oral health
5. Physical activity
6. Drugs and alcohol
7. Support for all life stages
8. Prevention and management of health conditions
9. Other aspects of health and wellbeing



The Awards Update

- Pilot phase – 9 organisations
- 34 Members, 28,037 employees
- 11 Bronze awards
- 3 Silver awards
- 2 Gold awards
- More awards will be presented at Healthy Workplaces Event in November
- Closing date for applications is September 2026



Members



168 Medical Group

[Follow link](#)



Access Your Care

[Follow link](#)



Alliance Homes

[Follow link](#)



Home Instead

[Follow link](#)



Hutton Moor Leisure Centre

[Follow link](#)



Manor Park Dementia Nursing Home & Butterfly House Dementia Care

[Follow link](#)



The Cedars Surgery and Worle Health Centre

[Follow link](#)



The Hive

[Follow link](#)



The Milton Surgery

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Aquarian Cladding Systems

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Avon & Somerset Police

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Broadway Lodge

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North Somerset Council

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Octavius

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Parish Warf Leisure Centre

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University Hospitals Bristol and Weston NHS Foundation Trust

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Viper Innovations

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Pier Health Group

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Westcliffe House

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Westcountry Savings and Loans

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Weston College

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Extend Learning Academies Network

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Freeways

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Harbourside Family Practice

[Follow link](#)



Rydal Day Nursery

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Scotch Horn Leisure Centre

[Follow link](#)



Shaw Healthcare

[Follow link](#)



Weston Hospicecare

Introductions

We welcome you to introduce yourselves, which business you are from and if you are members or new to the network either in the chat or by raising your hand.

You may wish to;

Share experience of completing an award

Share any updates on wellbeing interventions currently running

Share any offers you may have to other workplaces

If you have any questions for us or for other businesses, please pop them in the chat or raise your hand

Healthy
Workplaces

North
Somerset

Chris Miles

Tobacco Control and NHS Health Checks Manager

Chris.miles@n-somerset.gov.uk

Some stats

- Prevalence in North Somerset is 8.7%
- Smoking prevalence in RM occupations 19.2%
- Increasing rates of smoking related hospital admissions 2,072 per year.
- Premature deaths in NS - Green Book Quality-Adjusted Life Year (QALY) value applied to the intrinsic value of life gives an estimated loss of £116m
- Productivity costs 84.7m in NS
- Estimated £48.4m cost to social care in NS

How smoking harms the body

Open,
Fair,
Green

How smoking harms the body

Heart
Doubles the risk of having a heart attack



Lungs
It causes 84% of deaths from lung cancer and 83% of deaths from COPD



Circulation
Increase blood pressure and heart rate



Fertility (men)
Smoking can cause impotence in men



Bones
Can cause bones to become weak and brittle and increases the risk of osteoporosis in women



Brain
Increases risk of having a stroke by at least 50%



Mouth and throat
Increases risk of cancer in lips, tongue, throat, voice box and gullet (oesophagus)



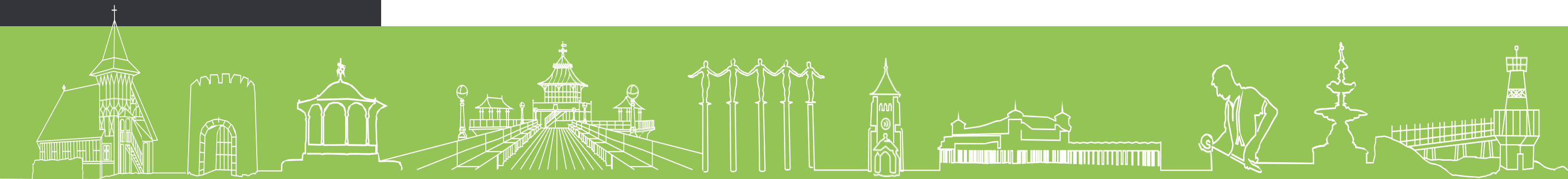
Stomach
Increases chance of getting stomach cancer or ulcers



Fertility (women)
Smoking can make it harder to conceive



Skin
Prematurely ages skin by between 10 and 20 years



Deceptively simple

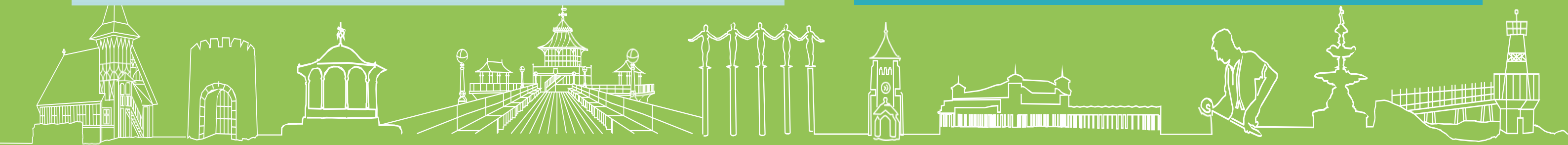
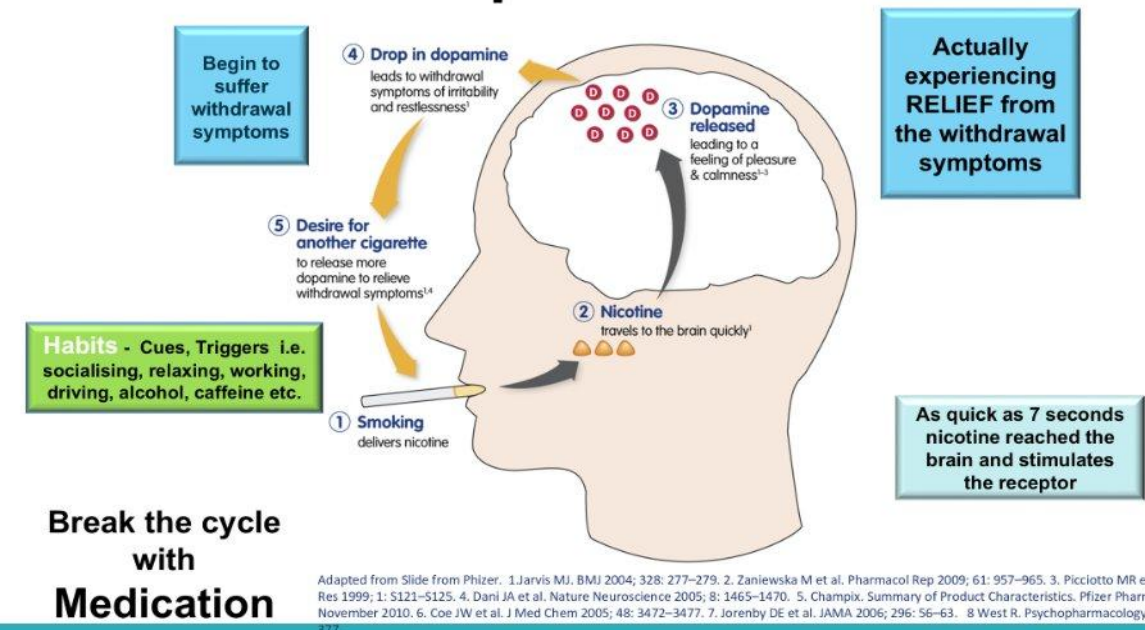
What's inside a cigarette?

There are a lot of substances inside a cigarette that you would not expect there to be. Some of them are:



Development of nicotine dependence

Better Health
North Somerset
Smokefree Support



NICOTINE WITHDRAWAL SYMPTOMS

Symptom	Duration	Prevalence
• Increased appetite	> 10 weeks	70%
• Irritability/aggression	< 4 weeks	50%
• Depression /low mood	< 4 weeks	60%
• Restlessness	< 4 weeks	60%
• Mouth Ulcers	> 4 weeks	40%, 8% severe
• Poor concentration	< 2 weeks	60%
• Constipation	> 2 weeks	17%
• Urges to smoke	> 2 weeks	70%
• Night time awakenings	< 1 week	25%
• Light-headedness	< 2 days	10%
• Cough		80%
• Sore throat		10%
• Sneeze		13%

Smokefree North Somerset

We offer FREE

Behavioural support

Nicotine Replacement Therapy

Varenicline and Cytisine

Vape kits and liquids

3 times more likely to stop smoking with support.

The screenshot shows the homepage of the Smokefree North Somerset website. At the top, there is a navigation bar with the 'Better Health North Somerset' logo, a search bar, and links for 'Self Help Healthy Lifestyles' and 'Self Help Smokefree'. The main content area features a large illustration of two people jumping joyfully in a park, with the text 'Stop Smoking' and a message: 'Stopping smoking is the single most important thing a smoker can do to improve their health, we can support you to become smokefree!'. Below this, there are four main service tiles: 'Smokefree North Somerset' (with a sign-up link), 'Swap to Stop' (with a link to start a journey), 'Smokefree App' (with a download link), and 'Smokefree North Somerset' (with contact information including a text number, email, and phone number).

Smokefree North Somerset

For employers

We can assist employers with implementation of a smokefree policy.

We can deliver Very Brief Advice training in workplaces so everyone is informed.

Provide differing tiers of support tailored to your workplace ie groups, drop-ins, telephone support or just provision of free vape kits, smokefree app support.

Better Health North Somerset

Self Ref: Healthy Lifestyles | Self Ref: Smokefree | Search the site...

Stop Smoking

Stopping smoking is the single most important thing a smoker can do to improve their health, we can support you to become smokefree!

Overview | Information | Support | Stories

- Smokefree North Somerset**
Click to sign-up for expert help and 2021 vapo-reminder
- Swap to Stop**
Click to start your smokefree journey today with a free VAPOR KIT - QUICK AND EASY
- Smokefree App**
Click here to download the Smokefree app for on the go support

Smokefree North Somerset
Text HELP to 07940 025 700
smokefree@north-somerset.gov.uk
01275 546744

A word on vaping

There is a lot of misinformation out there in the media and online.

Effective harm reduction tool – 95% safer than smoking.

If you don't smoke, don't vape – BUT if you're a smoker who has struggled to quit, vaping is a great tool.

ASH article on common vaping myths - [Addressing common myths about vaping: Putting the evidence in context - ASH](#)

<https://bnssqs2s.bristol.gov.uk/>



Q and A

Smokefree North Somerset

Chris Miles

Tobacco Control and NHS Health Checks Manager

Chris.miles@n-somerset.gov.uk

01275 8888559

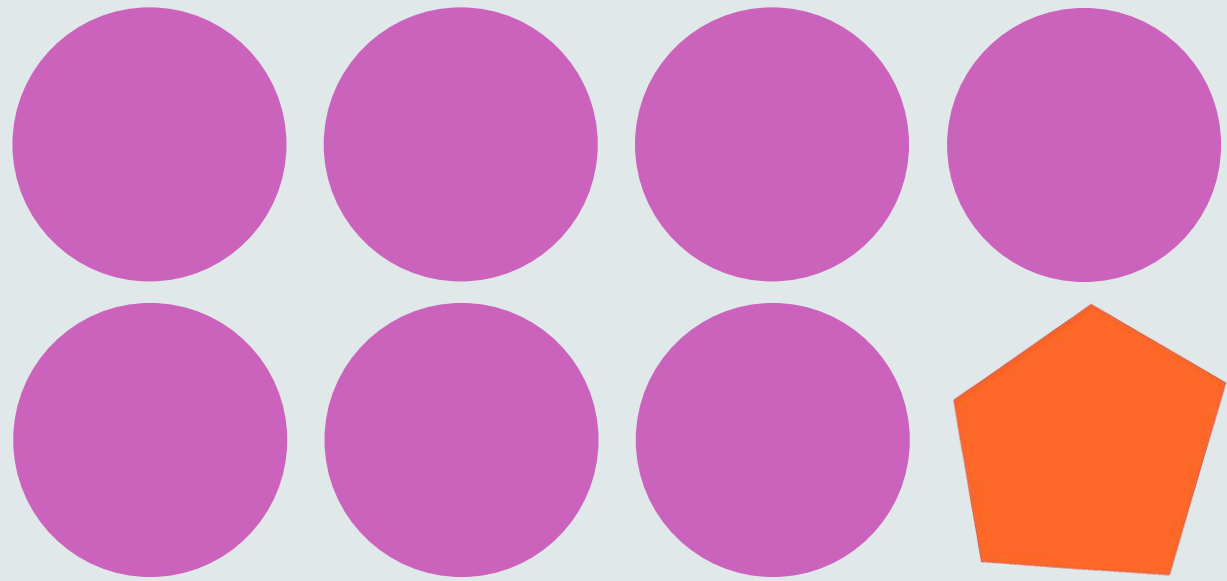
Or call Smokefree North Somerset on

01275 546744

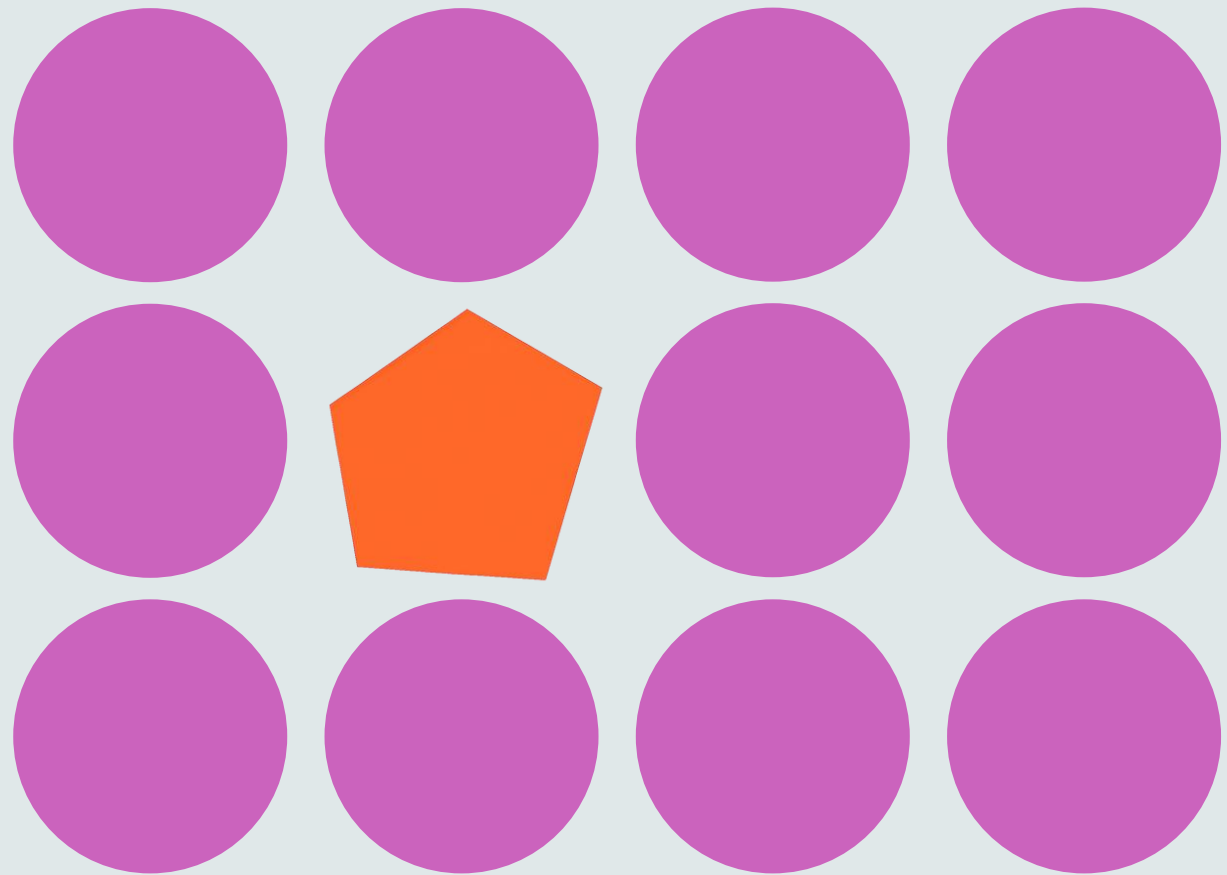
IRREGULAR



ADHD in the Workplace



Understanding ADHD



ADHD is identified based on key differences in:


- 1. Attention** – Some people find it challenging to stay focused on certain tasks, especially if they're not engaging or rewarding, while they may hyper-focus on things that deeply interest them.
- 2. Energy & Impulsivity** – Some individuals feel the need to move frequently, act quickly without much planning, or find it hard to wait their turn in conversations or activities.

People with ADHD also report experiencing:

- Time blindness
- Disorganisation
- Emotional intensity
- Challenges with routine and mundane activities
- A need to frequently task switch
- Sensory sensitivities



- ◆ Punctuality
- ◆ Remaining on task
- ◆ Staying on top of multiple workstreams
- ◆ Working in office spaces due to sensory overwhelm
- ◆ Organisation
- ◆ Focus and avoidance of distraction
- ◆ Completing mundane or routine admin tasks
- ◆ Planning and executing tasks
- ◆ Emotional regulation



Is just walking into the office at 9:46am...

Can't make himself stop playing Candy Crush...

Has been trying to get started on his timesheet for three hours...

Is using all of her energy trying not to fidget because she thinks it annoys everybody...

Has completely forgotten about the report that's due this afternoon, for the second time...



- 🔺 Build understanding of ADHD!
- 🔺 Demonstrate flexibility in working style, hours, location etc!
- 🔺 Focus on clarity of communication!
- 🔺 Break down large or multi-stage tasks!
- 🔺 Provide written meeting summaries!
- 🔺 Normalise physical movement!
- 🔺 Build psychological safety into feedback processes!
- 🔺 Consider Role Carving!
- 🔺 Create regular check-in sessions!
- 🔺 Run brain-dump sessions during projects!
- 🔺 Advocate and cheerlead!



IRREGULAR



www.irregulartraining.co.uk



hello@irregulartraining.co.uk



Dr Jemma Hawkins – Cardiff University

Nina Pugh – University of Bristol

Programme Evaluation – what is it?

- Funding from National Institute for Health Research to support evaluation of local/regional health initiatives: phirst.nihr.ac.uk
- Cardiff University and University of Bristol team PHIRST Insight allocated as the evaluation team
- Working in collaboration with the Healthy Workplaces team to design the evaluation
 - Focused on employee experiences (survey, interviews and focus groups)
 - Will inform recommendations for the programme and for member organisations to best support their employee's health and wellbeing
- Input from member organisations has shaped the evaluation

Programme Evaluation – get involved!

- **Member organisations:**
 - All member organisations have been invited to take part in the evaluation
 - The evaluation involves:
 - An online anonymous survey for employees to complete
 - Collation and analysis of programme data (e.g. award submissions)
 - Interviews and focus groups with employees
 - Taking part involves:
 - Supporting the evaluation team with advertising the survey and opportunity to take part in interviews/focus groups
 - Allowing employees time to participate during work hours, where applicable
- The invite email will be recirculated later today 😊

Programme Evaluation – get involved!

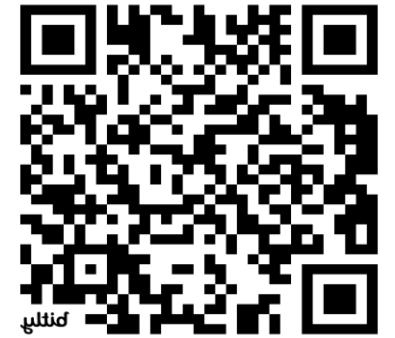
- **Everyone**

- The inclusivity of the evaluation is very important and so we are keen to involve lots of different perspectives in designing the evaluation and interpreting the results
- We are setting up a **public advisory group** to do this, anyone working in North Somerset can join, you will be reimbursed for your time
 - The group will meet 3 times over the next 12 months
 - We hope to have a group of around 4-6 people
 - Alternatively, people can input on a 1:1 basis if they would prefer not to join the group
- If you would like to express an interest, please email:
nina.pugh@bristol.ac.uk

2026 events

Smokefree North Somerset

Thursday 14 May 2026 11am -12pm
Online



Men's health

Thursday 18 June 2026 2pm-3pm
Online

North Somerset Healthy Workplaces Celebratory Event

Thursday 19 November 2026 10am-3.30pm
The Winter Gardens, Weston-super-Mare

[North Somerset Healthy Workplaces | Eventbrite](#)



Become a member

- Short registration form
- Healthy workplaces team will then contact you to introduce you to the programme

Sign up to the newsletter

[North Somerset Council \(list-manage.com\)](http://list-manage.com)

Contact the team

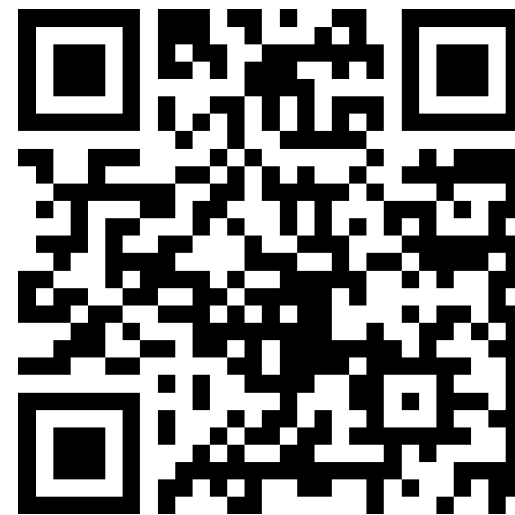
healthyworkplaces@n-somerset.gov.uk



Feedback

For members on the call, we like to carry out a feedback survey for the awards programme at the end of each financial year so that we can make sure we make any changes based on member need.

I have sent out a feedback form via email, however it can also be found from scanning the QR code.



If you have any feedback or ideas for future events, please get in touch with us healthyworkplaces@n-somerset.gov.uk

Thank you for attending the healthy
workplaces network meeting 2026