



Safety & Wellbeing Policy Arrangement

Section 35a –Healthy Eating

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Further guidance on this matter can also be obtained from the safety team at healthandsafety@northlan.gov.uk

Section 35 (a) Healthy Eating

1. Introduction

Healthy eating is known to have a positive effect on health and plays a part in the prevention of many chronic diseases such as coronary heart disease, cancer and diabetes. North Lanarkshire Council is committed to improving, where possible, the overall health and wellbeing of employees and recognises that healthy eating and diet is a fundamental part of this commitment.

North Lanarkshire Council has developed a Diet and Nutrition Policy which can be accessed via the Council's intranet. The Council believes the benefits of a healthy diet are vast and help promote better all round health with less feeling of tiredness and fatigue. By eating a healthy diet the risks of coronary heart disease, some cancers, strokes, osteoporosis, obesity, diabetes, tooth decay, and some diseases of the large bowel are decreased. Food choices and nutrition play a life long part in being well.

While the Diet and Nutrition Policy provides an overall strategy rolled out across all of North Lanarkshire this document has an additional focus for employees of North Lanarkshire Council who work in those premises without catering facilities. In the main this will be, for example, office premises, workshops, bothy's, rest rooms etc. where employees use microwave ovens, cookers, refrigerators - or simply bring their own prepared food, sandwiches or buy produce from local shops or vans.

2. Statement

North Lanarkshire Council is committed to the ethos and benefits of good diet and healthy eating and taking positive steps to encourage employees toward these derived benefits by promoting healthy eating in the following ways:

- Promote employee awareness and understanding of the benefits of a healthy diet and develop opportunities for healthy eating in the workplace
- Presenting employees with information and education on healthy eating at regular intervals
- Giving employees the opportunity to attend healthy eating events within the workplace.

3. Aims and Objectives

The Aims and Objectives underpinning the successful realisation of the above statement is that North Lanarkshire Council improves the health of its employees by helping to make the healthy choice the easy choice. The Council is committed to promoting healthy choices, providing the opportunity to prepare and purchase healthy food, providing education on healthy eating and increasing employee's awareness of the relationship between diet and health. National guidelines on healthy eating will be promoted in order to:

- Increase fruit and vegetable consumption;
- Decrease sugar and salt intake;
- Decrease consumption of saturated fats;
- Increase consumption of complex carbohydrates (bread, cereals, pasta, potatoes);
- Increase fish consumption.

North Lanarkshire Council will strive to promote and maintain the above aims and objectives of healthy eating in all premises with or without catering facilities.

5. Promotional Activities

There is no better way to gain and sustain energy, effort and concentration at work than to prepare the body for the day ahead with good diet and eating healthily. There are a number of ways in which managers can encourage employees to eat healthily. These include:

- Encourage staff to use council catering facilities (where available) as they provide healthy food options;
- Encourage employees to consume five portions of fresh fruit/vegetables on a daily basis. One way this might be achieved is by displaying posters depicting fresh fruit and vegetables benefits;
- Arrange a Healthy Eating Event at lunchtime;
- Where possible enquire if local sandwich vendors will include healthy sandwich options in their menu choices;
- Display healthy recipe information or retain a healthy eating recipe book for employees to consult;
- Consider the employee welfare benefits deriving from installing refrigerated water dispensers;
- Utilise the Healthy Working Lives notice board to publicise healthy eating and any arranged healthy eating events.

There will be many other opportunities and ideas for management to include, or to encourage employee participation in planning ideas. Such activities and information campaigns not only encourage employees toward the healthy eating habit but also foster good working relationships.



The “Eatwell” plate produced by www.food.gov.uk shows how much of what you eat should come from each food group. This includes everything you eat during the day, including snacks.

So, try to eat:

Plenty of fruit and vegetables;

Plenty of bread, rice, potatoes, pasta and other starchy foods – choose wholegrain varieties when you can;

Some milk and dairy foods;

Some meat, fish, eggs, beans and other non-dairy;

Sources of protein;

Just a small amount of foods and drinks high in fat and/or sugar.

Look at the eat well plate to see how much of a whole day’s food should come from each food group and try to match this in your own diet. Try to choose options that are lower in fat, salt and sugar when you can.

Sources of Healthy Eating Advice

Getting started may at first seem daunting but healthy eating advice can be accessed electronically by visiting <http://www.nhs.uk/livewell/healthy-eating>. This website contains information on what constitutes a healthy diet, eating disorders, vegetarian diet information as well as digestive health information.

- Allergy Alerts
- Food Allergen Labelling
- Food Intolerance and Allergy Research
- Peanuts During Pregnancy, Breastfeeding and Early Childhood
- Healthy Eating Advice
- Daily Salt Intakes for Infants, Children and Adults
- Current Recommendations for Fat, Carbohydrates
- Food Plate Model

Healthy Eating Checklist

As a proactive Manager you might be considering featuring or being included in a Healthy Eating or Healthy Lifestyle Event in your workplace or Service.

Here is a checklist of ideas that will help as a reminder and get you started: -

- Consider the best means of publicising or marketing the event, which could be emailed to 'all users', and displayed on Healthy Working Lives notice boards or both;
- Contact your Service Healthy Working Lives Health Promotion Group member for advice on suitably themed posters on a range of health related topics, for example - Healthy Eating, Oral Health, Smoking Cessation, Alcohol & Drugs, Cancer Awareness, Sun Safety, Get Active, Men's Health / Women's Health; Mental Health;
- Considering enlisting the assistance of your Service Healthy Working Lives Health Promotion Group representative;
- Consider if the Event is suitable for including a local / national celebrity / chief executive / committee convenor;
- Involve your colleagues where possible, for example 'planned events suggestions box';
- Keep a record of the Event by planning and taking photographs at it and include a suitable article in your house magazine, and remember to thank all who contributed;
- Importantly - make sure that you read the Health and Safety Policy Arrangements AS23 Management of Events - paragraph 5 Guidance for Managing Small Events and where necessary complete the Pro-forma For Managing Small Events;
- If you think it helpful you may wish to have a weight loss event with a group of like minded colleagues, perhaps considering making a donation to charity.

Assisting Healthy Eating - Information for Employees.

Aiming For a Healthy Life Style

The population of North Lanarkshire has a lower life expectancy than almost every other local authority in the United Kingdom where the best life expectancy for males is 79 years and for females 83 years. In North Lanarkshire, however, the life expectancy drops to 72 years for males and 78 years for females. In order to improve these statistics good diet and lifestyle are important factors.

1. Aim For 5 Fruit and Veg. A Day

Fruit and vegetables are an excellent source of the vitamins, minerals and fibre we need to help maintain a healthy body and fight disease. Yet most of us don't eat enough of them.

Try to eat at least five portions of fruit and vegetables each day. This may sound a lot but the good news is that a glass of orange juice, an apple, a small can of tomatoes or baked beans each count as one portion. Potatoes don't count here although they are important in the diet for other reasons.

Different types of fruit and veg provide different nutrients in varying amounts, so choosing from a wide variety of them is best. With a bit of forward planning you will see that it's easy to meet the 5-a-day goal without having to make major changes to your eating habits.

Many fruit and vegetables can make handy snacks such as raisins, grapes, dried apricots, satsumas, tomatoes, carrot sticks, slices of red or green pepper, apple, bananas, pears and kiwi fruit.

2. Base Meals on Starchy Foods

Starches, along with sugars, are known as carbohydrates. They are an important part of our diet because carbohydrates are the body's favourite fuel.

Make starchy foods (bread, potatoes, cereals, rice and pasta) the basis of your main meals. For example, have a slightly bigger helping of pasta and a smaller helping of sauce. Increasing the proportion of carbohydrates in our diet can actually help control weight. Eating starchy foods, especially whole grain varieties, increases your fibre intake too.

Be careful to increase just the carbohydrates and not the fat in your diet. Limit how much fat such as butter, margarine, mayonnaise, and creamy sauces you add to bread, pasta and other starchy foods. Choose boiled rather than fried rice and try baked or boiled potatoes sometimes rather than roast or fried. Use skimmed or semi-skimmed milk for mashed potatoes and less butter.

Snacks are also a useful source of carbohydrates and other nutrients, especially as you become more active. But remember to check out food labels to keep track of the fat content. Information explaining food labelling is available at:

<http://www.nhs.uk/Livewell/Goodfood/Pages/food-labelling.aspx>

As well as eating a healthy diet and for maximum health benefits, you should aim to build up to 30 minutes of moderate activity five times a week. That means moving about enough to make you feel warm and slightly out of breath. There's no need to push yourself too hard even if you think you are fit. Vary your activities so that all your muscles get exercised. This will also reduce the risk of injury.

3. Check Out More Lower Fat Options

Fat has twice as many calories as carbohydrates and proteins - eating too much of it can easily lead to weight gain. But, some fat in the diet is essential for health.

Cutting down on fat doesn't have to mean totally changing your diet. Most people can do it by making a few small changes to everyday meals. Compare a less healthy meal with a healthy options meal - they are basically the same foods, but the fat content is quite different.

<u>Less Healthy Options Meal</u>		<u>Healthy Options Meal</u>	
Rump steak, grilled (with fat)	18.8	Rump steak, grilled (without fat)	9.3
Mushrooms (fried)	8.1	Mushrooms (grilled)	0.2
Yoghurt (creamy)	6.0	Yoghurt (low fat)	1.1
Chips	15.0	Baked (jacket) potato (with 2 tsp low fat spread)	0.4 4.5
Total Fat (grams)	47. 9	Total Fat (grams)	15. 5
Total Energy (kcal)	941	Total Energy (kcal)	650

Many of us eat too much fat, therefore by making more lower fat choices you will be helping your health. But remember: children under five should not follow a low fat diet. At that age they need more energy from fat for healthy growth and development.

Impact Assessments

Document Title: Health and Safety Policy - Arrangement Section 35a, Healthy Eating

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Environmental Impact Assessment: This document has been assessed for significant environmental impact; no detrimental impact has been identified

Equality Impact Assessment: This document has been assessed for significant equality implications; no significant issues have been identified.

General Comments: This document is the arrangement section, relating to the provision of healthy eating opportunities at appropriate workplaces across the council. This is associated with the Council's health and safety policy as required by the Health and Safety at Work Act 1974. The general aim of the council is to ensure a healthy and safe working environment for all persons working for or make use of Council Services. Nothing in the document serves to have any negative impact on the above issues and indeed, in general, associated documents will encourage positive consideration of the factors to ensure all members of the workforce and community are afforded access to the same safe and healthy workplace.