

WORKPLACE PHYSICAL ACTIVITY POLICY

POLICY STATEMENT

As an employer, we believe that the physical well-being of our employees is important. Central to this principle, we believe that physical activity both in and out of the working environment is of benefit to our employees and our business. We aim to promote good physical well-being amongst our workforce and to promote physical activity both in and outside of the work setting.

Our organisation aims to create an environment that supports and encourages physical activity and shows our employees, through the support of physical activity and our associated aims and objectives, they are valued and their work-life balance is respected.

Aims

- To increase the opportunities for physical activity both inside and outside of the workplace
- To create a workplace environment that support and encourages employees to incorporate physical activity into their daily work routine as much as possible
- To educate the workforce about the advantages of good physical well-being and its influence over the quality of working and personal life
- To promote the use of alternative forms of transport to work as a way of encouraging physical activity
- To reduce the levels of sick leave as a result of healthier active life styles
- To demonstrate that the workforce is valued and the work-life balance is respected by the support of physical activity initiatives led by the company to increase the opportunities for physical activity both inside and outside of the workplace To evolve job design and equipment to remove physical risks in the workplace wherever possible.

To successfully implement this policy, we will:

- Link this policy to other policies that can have a positive impact on health and wellbeing
- Provide educational leaflets and resources on physical activity
- Link to local and national campaigns
- Encourage use of alternative transport
- Encourage employees to make active choices through the use of promotional and motivational resources, for example encouraging them to walk or cycle all or part of the way to work, or to use the stairs instead of the lift
- Map out walking trails or routes within the grounds or local area and publicise them with times and distances
- Provide information on local sports and leisure facilities, classes and clubs

Additional

- Establish a lunchtime activity group e.g. walking

- Establish and support sports or activity clubs e.g. softball or football
- Sponsor/ support physical activity challenges run for charity event

Rotunda Policy Review Record

Reviewed by:	Approval date:	Review frequency:	Review date:	Signed:
Maxine Ennis	11 th May 2024	Annual	12 th May 2025	