

# Healthy Norwich – Working together to be a healthy community

## *Organisational Pledges*

Below is a list of suggested pledges that as an organisation you could sign up to.

A pledge might reflect a current commitment, existing activity or state a commitment for the future.

### **Physical Activity**

- we pledge to encourage/reward our local employees who bike or walk to work
- we pledge to create a small lunchtime walking group that will meet once or twice a week
- we pledge to provide opportunities for people in Norwich to be physically active
- we pledge to provide trained health champions within the workplace
- we pledge to provide subsidised or free physical activity / wellbeing sessions for employees to attend

### **Diet, nutrition and healthy weight**

- we pledge to educate our staff on the importance of eating healthily
- we pledge to provide trained health champions within the workplace
- we pledge to reduce the number of vending machines selling unhealthy snacks and instead make fruit available for staff
- we pledge to provide our employees with subsidised or free fruit snacks
- we pledge to work with schools and other young people's groups to educate about and encourage a healthy diet

## **Education, training and employment**

- we pledge to create a small lunchtime walking group that will meet once or twice a week
- we pledge to provide opportunities for people in Norwich to be physically active
- we pledge to reduce stress and manage wellbeing in the work place
- we pledge to ensure that all staff have a lunch break / take regular breaks
- we pledge to provide opportunities for training and explore appropriate programmes
- we pledge to implement an apprenticeship programme
- we pledge to pay our employees at least the Living Wage of £7.45 an hour in Norwich
- we pledge, in the next twelve months, to explore the possibility of paying the Living Wage to our staff
- we pledge to support vulnerable people in Norwich to manage their income and help deal with debt. By providing “money advice” we can help reduce stress and mental health problems, reduce smoking, alcohol consumption and drug misuse.

## **Sexual health**

- we pledge to educate our staff on the importance of safer sex / share key sexual health messages
- we pledge to provide trained health champions within the workplace

## **Smoking, alcohol and drug misuse**

- we pledge to ban smoking / smoking breaks in our workplace
- we pledge to educate our staff on the consequences of smoking, alcohol and drug misuse
- we pledge to provide trained health champions within the workplace
- we pledge to support vulnerable people in the community to reduce and manage their smoking, alcohol and drug misuse
- we pledge to restrict smoking on our organisation’s premises; this includes restrictions on the number of employee smoking breaks

## **Health screening and prevention**

- we pledge to allow our staff paid-time off work to attend their GP practice for appointments
- we pledge to allow our staff paid-time off work to attend 'Health Check' appointments
- we pledge to educate and sign-post our staff on the importance of annual flu vaccinations
- we pledge to fund annual flu vaccinations for staff
- we pledge to allow our staff paid-time off work to attend national screening programme appointments

## **Healthy urban environment**

- we pledge to provide secure bicycle parking for employees that wish to bike to work
- we pledge to implement a cycle to work scheme
- we pledge to reduce carbon emissions from our corporate car fleet
- we pledge to work together to learn from one another to save energy and resources
- we pledge to support travel choices and encourage more walking and cycling amongst our employees
- we pledge to encourage the use of smaller vehicles through our parking permit provision with employees