

Workplace Late Summer Newsletter



Welcome to the Workplace Late Summer Edition

After almost 30 years the stunning Tall Ships sailed back into Aberdeen in July and gave us a weekend to remember. The crowds gathered in their thousands and businesses boomed, and we finally said 'bon voyage' with a magnificent Parade of Sail. Not even the weather could put off the Red Arrows who sent them on their way with a spectacular display!

With summer well underway and Autumn just around the corner there are still lots of events across Grampian with something for everyone to get involved with, from Aberdeen City to the Shire and Moray. We hope you find some of the activities and events highlighted in this newsletter of interest. Look out for the chance to win a £50 gift voucher donated by Aberdeen Inspired!

In this newsletter we also aim to provide you with a combination of information that will help support you with your employee wellbeing programmes, while highlighting training opportunities and providing practical tips.

Please share this newsletter across your organisation and working group members. If you are moving on, please inform us and give us your new contact information.

If you would like to share some of your wellbeing ideas and initiatives, have any questions, have received this edition and wish to subscribe to future editions, or wish to unsubscribe, please let us know by emailing: gram.hwl@nhs.scot.



Like and follow us on Facebook

<https://www.facebook.com/NHSGWorkplaceHealth>

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August and September Campaigns



World Breastfeeding Week

1st - 7th August



Prioritise Breastfeeding

Create sustainable support systems

WABA | WORLD BREASTFEEDING WEEK 2025



**Breastfeeding
Friendly
Scotland**

The Breastfeeding Friendly Scotland Scheme is a national initiative supported by the Scottish Government and implemented by local NHS Boards. It aims to create a welcoming environment for breastfeeding families in public spaces like cafes, restaurants, and other businesses.

The scheme has around 4,000 businesses across Scotland who have signed up. The widespread participation helps create a supportive environment for breastfeeding families in public spaces. It truly is a collective effort between NHS and our Third Sector partners to improve and ensure breastfeeding is an integral part of our communities and society. These improvements indicate a positive trend in breastfeeding rates across Scotland, and suggest schemes like Breastfeeding Friendly Scotland are having a beneficial impact.

As a business, you need to know there is a specific law that supports infant feeding. This is called the Breastfeeding etc. (Scotland) Act 2005. This act makes it an offence to prevent or stop a person from feeding a child under 2 in a public space. Show your support, become a member of the Breastfeeding Friendly Scotland Scheme and have your business added to the interactive Scotland map that helps families know where to access a supportive environment.

For more information and to sign up in Grampian, email Emma at gram.bffscotland@nhs.scot.

To view our interactive map, and for more tips about breastfeeding when out and about in Scotland, visit:

[Getting out and about while breastfeeding.](#) | **[Parent Club.](#)**



In the workplace, you may have colleagues or staff that you manage who are expecting or looking after a baby. It is a good idea to make everyone aware of ICON_COPE.

NHS Grampian are committed to delivering the newly launched ICON programme throughout Grampian. ICON supports parents and carers to cope with a crying baby and prevents the risk of Abusive Head Trauma (AHT).

Our midwives, health visitors, and family nurses will deliver support at various points after your baby is born. ICON has four key messages:

- **I - Infant crying is normal, and it will stop.**
- **C - Comfort methods will sometimes help, and the crying will stop.**
- **O - It's ok to walk away if the baby is safe and the crying is getting to you.**
- **N - Never ever shake or hurt a baby**

There are lots of resources available to support this programme. Further information is available on the ICON website [Home - ICON Cope](#).

[This short \(3 minute\) animation](#) may also be helpful, and if you scan the QR code below you'll be able access a range of information leaflets.



You're one step away from having a happier, healthier and more productive workforce with the [The Cycle to Work](#) scheme.

The cycle to work scheme allows employees to obtain commuter bikes and cycling accessories through their employer, whilst spreading the cost over 12 months and making unbeatable savings through a tax break.



Cycle September UK

Hey there bike beginners, regular riders and everyone in between! [Love to Ride](#) are on a mission to get the world on bikes, and they'd love to have you along for the ride.

With Love to Ride, you can track your bike miles, see your carbon savings, set goals, and find help and support to ride more often. Download [the App](#) to log your rides and lots more.



[Find local Cycling routes and maps across Grampian](#)



[Finding a way to say it](#)

It can be hard it can be to find the right words to talk openly about how we're feeling. But when someone is dealing with difficult thoughts or worries, having someone there to listen can make all the difference. World Suicide Prevention day is on 10th September. For more information on this campaign or to access campaign resources, [click here](#).



SAMARITANS

Prevent
Suicide

**Prevent Suicide
North East of Scotland
[Get the App](#)**

**For more
upcoming
campaigns
[click here](#)**

The Book Bench Trail



Clan Cancer Support, the north-east's leading cancer support charity, has partnered with Wild in Art once again to bring an exciting new art trail to the north-east, Moray, Orkney and Shetland.

The BookBench Trail will give the public access to a free and immersive art exhibition from July – September 2025, with BookBench sculptures designed by some of the country's most talented artists.

Clan chose the BookBench sculpture, which depicts an open book, because of the charity's lifeline listening support service which enables anyone impacted by a cancer diagnosis to open up and tell their story.



Breathing Space
Open up when you're feeling down

Benches promoting positive mental wellbeing have been unveiled at several train stations in Scotland, **including Aberdeen Train Station.**

The benches encourage passengers and members of the community to take a moment to pause and reflect on their own mental health, as well as offering a dedicated space to talk through challenges and difficult times with others.

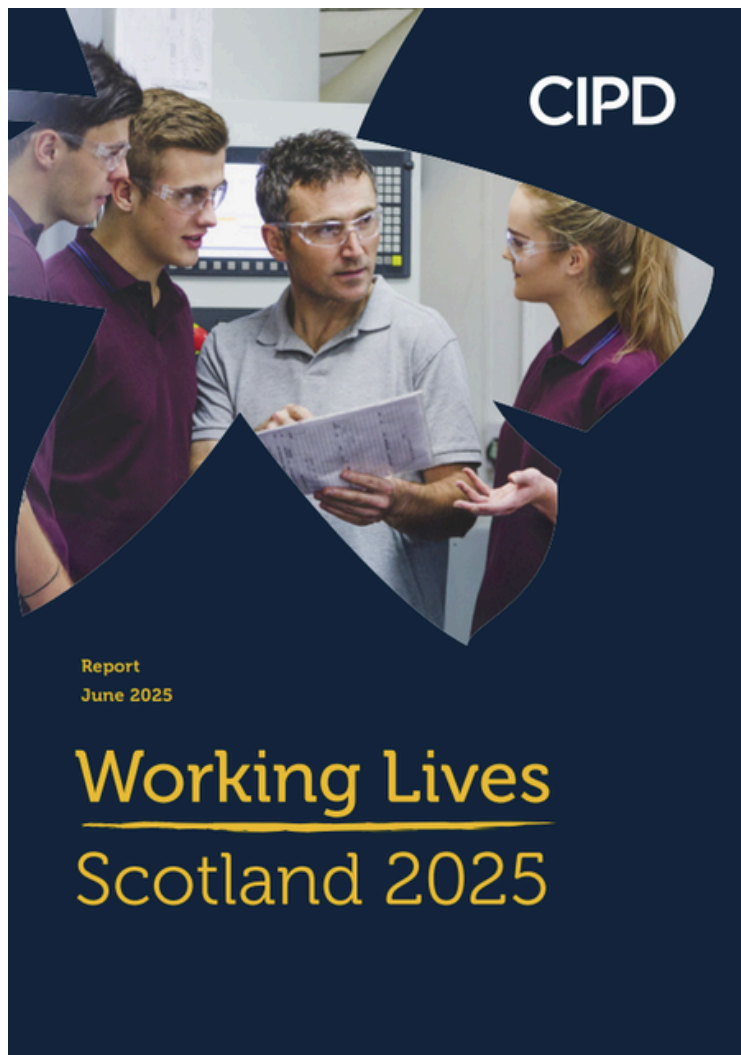
As an employer you can consider **donating a bench** in your workplace or in your local community.

The benches serve also as a permanent and physical sign-posting tool. Fitted with a plaque with information on how to contact the Samaritans as well as **NHS24's Breathing Space** service.

To find out more about Breathing Space join our next information session on Monday 25th August email: **gram.hwl@nhs.scot**. More information is available on our training page.



From left: Caroline, Steph and Julie from The Workplace Team, Aberdeen Train Station bench



This is the sixth CIPD **Working Lives Scotland report**, which continues to provide significant and valuable insight into workers' experiences of fair work as well as how workplaces in Scotland are progressing on their fair work journey.

What happens in our workplaces is vital, not just to our economy but to the wellbeing of our society, the lives we lead, our health, the quality of our family life and our scope to participate in community life.

This annual survey helps build the evidence landscape on the fairness of work, continuing to tell the story of changing conditions of work and the factors influencing it.

What is the Fair Work Convention?

The **Fair Work Convention** acts as an independent advisory body to Scottish Ministers. It has been in place since April 2015.

The Convention's vision is that, by 2025, people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and society.



The Fair Work Self-Assessment Tool for Workers has been developed by Scottish Enterprise, in conjunction with the Scottish Government, Fair Work Convention and other partners to help workers assess how fair their workplace is. The refreshed tool, due to be launched in Spring 2025, allows individual workers to self-assess how fair their workplace is, as well as providing functionality for employers, trade unions and worker groups to understand workers' experiences.



The UK's **Employment Rights Bill** is moving through Parliament and marks a significant moment for workplace equality. For the first time, menopause is named directly in proposed employment legislation. Employers with over 250 staff will be expected to publish Equity Action Plans - these will need to cover addressing the gender pay gap and supporting women through the menopause. Implementation of the Bill will take time but it is expected that these changes will be voluntary from April 2026 and mandatory by 2027.



MAKING **ABERDEEN AND ABERDEENSHIRE**

A
**LIVING
WAGE**
PLACE

An alliance of prominent local real Living Wage employers across Aberdeen City and Aberdeenshire has announced the launch of an ambitious action plan which sets out how they will work together to “Make Aberdeen and Aberdeenshire a Living Wage Place”. This expands upon the previous successful ambition to Make Aberdeen a Living Wage City as the group aims to broaden the reach of their work and further reduce poverty and inequality across the region.

As part of this plan, the Action Group has set out several ambitious targets. This includes accrediting 150 new employers over the next three years; uplifting 1200 staff to the real Living Wage; and accrediting 16 new Living Hours employers.

There are over 3800 accredited Living Wage employers in Scotland and 214 of these employers are headquartered across Aberdeen and Aberdeenshire - 119 in Aberdeen City and 95 in Aberdeenshire - already committed to voluntarily paying staff the real Living Wage. However, thousands of workers in the area still earn less than a real Living Wage. It is hoped that today's announcement will encourage more employers to join the movement to ensure workers earn enough to meet their needs.



From top left: Martin, Stuart and Christian, from front left, Andrea and Julie, The Real Living Wage Action Group members

Living Wage Scotland Awards 2025

The Living Wage Scotland Awards celebrate Real Living Wage accredited organisations and individuals that have made an outstanding contribution to the Living Wage movement in Scotland.

Applications are now open, so choose your category and download our handy Award Guide to give you some tips on creating a great application. **The closing date for applications is Friday 15 August at 5pm.**



[Award Application Guide](#)

Work in Health and Social Care, Social Work, Local Government or the Third Sector?

National Wellbeing Week 2025 takes place from Monday 1st September to Sunday 7th September, offering a week-long programme of free online sessions designed for professionals across health, social care, social work, local government and the third sector.

This year's theme, 'Supporting Workplace Culture', invites individuals and teams to come together to explore, discuss and learn about building positive work environments. With over 35 diverse sessions led by inspiring speakers from across Scotland, there's something for everyone, whether you're looking to gain new insights or share your own experiences. We encourage you to sign up now and please attend as many sessions as you wish. Also, share this opportunity with your colleagues and networks, helping us foster meaningful conversations that promote wellbeing in the workplace.

The week is coordinated by the National Wellbeing Champions, a network of leaders in wellbeing representing health, social work and social care organisations across Scotland, with support from the Scottish Government. You can find details of the sessions as well as links to [register here](#).



NATIONAL WELLBEING WEEK

1-7 SEPTEMBER 2025

A week-long programme of free online sessions designed for professionals across health, social care, social work, local government and the third sector.

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We encourage you to sign up now and attend as many sessions as you wish.

Also, please share this opportunity with your colleagues and networks.

Scan the QR code below to find details of the sessions and how to register.



<https://qr1be/QGO9>



The week is coordinated by the National Wellbeing Champions, a network of leaders in wellbeing representing health, social work and social care organisations across Scotland, with support from the Scottish Government.

Community Benefit Gateway

Do you work in the third sector? This can be a community group, voluntary organisation, charity, social enterprise or co-operative, or are you an individual providing a benefit to your local community or environment.

Is there anything you 'need' to help you support your work that would benefit your community? This means you are improving the economic, social, and environmental wellbeing of your local area, and are not looking for funding.

Heard of the Community Benefit Gateway? This is an online portal which allows NHS suppliers to identify, match and potentially supply your third sector approved need as part of their NHS contract.

If you would like more information contact our Workplace Team at gram.hwl@nhs.scot

Mentally Flourishing Workplaces Framework

Information on the Mentally Flourishing Workplaces Framework and how to implement it

The Mentally Flourishing Workplaces Framework is a free framework for any organisation, regardless of size or sector, designed to help you create a mentally flourishing workplace for all employees. Mentally Flourishing Workplaces (MFW) is the result of a collaborative development. Public Health Scotland worked with a range of organisations from across Scotland, ensuring the framework reflects real-world experiences and needs.

This co-production approach ensures that MFW is built on shared knowledge and practical guidance.

Knowing where to start in supporting employee mental health can be overwhelming. MFW has a series of dimensions with recommended approaches, not requirements, to help organisations tailor their own journey, to focus on the human side of mental health and wellbeing and build from there.

There is also a **short youtube presentation** available to help you get started.

If you would like more information, guidance or practical support to implement the framework within your workplace please contact our local team on **gram.hwl@nhs.scot**.



Employers invitation to complete a Public Health Scotland survey to help address workplace health actions - good population health is good for business

Scotland is facing significant public health challenges. Life expectancy is declining and health inequalities are widening. An ageing working population combined with a rise in long-term health conditions is driving rising levels of economic inactivity due to ill health. Work is a key building block of health and employers play a pivotal role. Providing work that is good for health is good business, benefitting individuals, employers, and the wider economy.

In supporting the Scottish Governments, Programme for Government and to learn more about the role of employers in improving health outcomes, Public Health Scotland is undertaking a range of employer engagement activities in the coming months. They would like your support in this endeavour and invite you to complete a short survey. Please click **Here** to access the survey link and further information on why this work is so important.

Please also share this more widely across your networks.

The results from the survey will help inform discussions and the development of a Scottish Health and Work Action Plan, which is a formal commitment in the **Scottish Population Health Framework** published in June 2025. Public Health Scotland's engagements with employers will include 1-2-1 engagements, smaller group meetings and workshops.

If you or your network would like to be more involved in these sessions, please contact **Robert.atkinson@phs.scot**

Upcoming training and awareness sessions:

- **Keep Active at Work: Reducing Sedentary Behaviour** : (Tuesday 5th August, 2pm - 3pm): This popular, fun and interactive session on MS Teams, is for anyone with an interest in how our work environment and settings contribute to sedentary behaviour.
- **Breathing Space (Monday, 25th August, 2pm - 3pm): Breathing Space NHS24:** Increase knowledge and understanding of Scotland's phone line and webchat service.
- **Working Health Services Scotland (Tuesday, 2nd September, 10am-11am):** SME support for services to help staff with health conditions to remain in and/or return to work.
- **Mentally Healthy Workplace Training for Managers and Supervisors (Tuesday 9th September (10am-3pm):** Highlighting employers' responsibilities and providing help, support and suggestions to improve managers and supervisors skills in supporting mental health and wellbeing at work.
- **Home Energy Sessions (Thursday 25th September, 10am - 11am):** Impartial energy advice and tips on how to save money on energy bills at home and in the workplace.

For more information on our free awareness sessions or to book a space, please email us at:

gram.hwl@nhs.scot



**Healthy
Working
Lives**



ACCESS TO WORK



Access to work is a government grant scheme that helps people with a disability to start or remain in employment.

It can provide financial and practical support to help disabled people overcome the barriers they face in the workplace. This support could pay for equipment, support from a job coach, or other work related costs.

This guide will provide an overview of who is eligible for Access to Work, what help Access to Work can provide and how to make a claim.

The Disability Services Advocacy Team support with raising awareness of the Access to Work grant scheme. Please see links to their upcoming sessions in June and July. To book a place please use each of the individual links for the relevant events.

These session covers what AtW is, what it can support with, eligibility criteria and the customer journey. There will be opportunity for Q&A at the end of the session.

13/08/2025 1.30pm - 3pm <https://AtW-Session-13-08-25.eventbrite.co.uk> Password: DWP2025

21/08/2025 10.30am - 12pm <https://AtW-Session-21-08-25.eventbrite.co.uk> Password: DWP2025

28/08/2025 1.30pm - 3pm <https://AtW-Session-28-08-25.eventbrite.co.uk> Password: DWP2025

03/09/2025 1.30pm - 3pm <https://AtW-Session-03-09-25.eventbrite.co.uk> Password: DWP2025

10/09/2025 1.30pm - 3pm <https://AtW-Session-10-09-25.eventbrite.co.uk> Password: DWP2025

25/09/2025 1.30pm - 3pm <https://AtW-Session-25-09-25.eventbrite.co.uk> Password: DWP2025



Working Health Services

To register or find out more about how Working Health Services Scotland (Grampian) can help you call:
0800 019 2211

Why become a Carer Positive Employer?

The **Benefits to Employers** for becoming a 'carer friendly' workplace includes reduced sickness absence and reduced levels of stress, lower training and recruitment costs, increased productivity and staff morale, and an enhanced reputation of being an 'employer choice'.

[Start your Carer Positive journey](#)



State of Caring Survey 2025



There is still time to complete the Carers UK State of Caring Survey 2025 which closes on Sunday 10 August.

Carers UK invite all unpaid carers to take part and share their experiences - your voices are essential in driving change and ensuring that carers' needs are recognised and addressed!

State of Caring Survey 2025



What's on



ABERDEEN INSPIRED BUSINESS IMPROVEMENT DISTRICT

Aberdeen Inspired is the flag under which the city's Business Improvement District (BID) is run. It aims to make a real difference to businesses, residents and visitors within the city centre. Aberdeen Inspired organises and promotes a range of city centre events and festivals with partners throughout the year. Events can boost footfall, local trade and support local businesses.

Please see a range of activities to help local business and promote to your employees.

Aberdeen Inspired



Tall Ships leave lasting legacy of a re-energised Aberdeen in their wake as spectacular event attracts more than 400,000 visits



The Neurodiversity Umbrella Project!

Shiprow Village has once again erupted in colour and sound as **Aberdeen Inspired** launched this year's Umbrella Project.

In collaboration with the **ADHD Foundation**, the project honours and increases awareness of neurodiversity.

These colourful umbrellas represent all the different minds we have here in Grampian, and the UK. Different minds can bring creativity, imaginative thinking and problem solving skills to workplaces.

Big Belmont Bash bringing Belmont and Little Belmont Street alive again this September with businesses from the quarter bringing special offers for all to enjoy.

Support your local business community, and a local charity!



The Aberdeen Comedy Festival is here for 2025, bringing the finest comedians to the Granite City, showing you that laughter really is the best medicine. No prescription needed! Save the date for the **Aberdeen Comedy Festival** from September 22 to October 5.

Study shows benefits to heart health from watching comedy shows

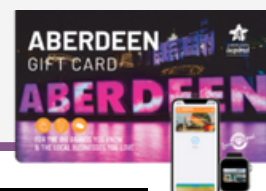


Nuart Aberdeen, the award-winning and internationally renowned street art festival. A vibrant festival that brings global artists to transform the city with stunning murals and installations, creating a lasting cultural legacy.

View the interactive map and build your workplace activities programme.

Looking for the perfect Gift

The Aberdeen Gift Card is the perfect gift for everyone and everything the city has to offer!



We do not endorse or sponsor any event. This statement is intended to clarify our relationship with all events and prevent misunderstanding about our involvement. All events are suggestions and potential opportunities for staff wellbeing and supporting local events as you feel appropriate to your workplace.

To find out about more Aberdeen Inspired events [click here](#)


ABERDEEN INSPIRED
 BUSINESS IMPROVEMENT DISTRICT

Tell us about your workplace wellbeing event for the chance to win a £50 Aberdeen Gift Card!

The Workplace Newsletter highlights many ideas to support your workplace wellbeing activities. Aberdeen Inspired have kindly donated a £50 Aberdeen Gift Card to one lucky workplace/employer who informs us about a recent workplace wellbeing activity and the benefits to their staff. By sharing your stories we hope to inspire other organisations and encourage learning.

We will draw one winner from our entries to win the Aberdeen Gift Card voucher.

We will include some entries and photos in our bi-monthly workplace newsletters in the coming months.

If you would like to enter please complete the attached form on the email and send to **julie.phillips@nhs.scot**

We have included an example below to help you get started.

*by entering you are agreeing to your photo and story being shared with other employers through our newsletter

Tell us about your wellbeing activity and any benefits to your organisation:

NHS Grampian has run a step count challenge for staff every January since 2020 (excluding 2021). It is by far the largest staff wellbeing activity that the organisation delivers, with around 2,000 staff taking part. Staff love the competition, and we have strong evidence to show that it improves morale, fitness and mental wellbeing. We undertake it in partnership with Walking Scotland.

Photo (optional): The 'Sergeant Steppers' from a previous year's challenge



Employee feedback on challenge:

"Really enjoyed this challenge, for my mental wellbeing it's been so good, I feel more focused and more motivated to keep going"

"The challenge can boost morale in the workplace and get you more active"

"I found the step challenge very motivational this year. Definitely inspired me to push myself and complete more steps than most average months"

Networking Opportunities

Aberdeen & Grampian Chamber of Commerce is a membership organisation which sits at the heart of the North-east business community. We create the connections which grow our local economy through a range of events. Non Members can attend many events.



**Aberdeen &
Grampian
Chamber of
Commerce**



The **Business Bulletin** is published 10 times per year and reaches over 10,000 business people in the North-east per edition. As a member of the Chamber, you can promote your organisation in our print magazine through news, blogs, features and opinions.

If you are looking to grow your network, meet like-minded business people and hear from inspiring expert speakers, then you need to book a seat at one of our **Business Breakfasts!**



Business and Volunteering Partnerships for Employers

OE[®] 2025 **2-5 SEPT 2025**
Offshore Europe **ABERDEEN, UK**
SPE Offshore Europe
CONFERENCE & EXHIBITION

Save the Date



ACVO recognises the importance of volunteering and the huge difference it makes in Aberdeen. If you are looking to volunteer, involve volunteers with your organisation or advertise your opportunity, **ACVO** can help!

Volunteers are at the heart of **VSA** and we have a wide variety of opportunities available across our organisation. You could volunteer at one of our services; provide event support to our fundraising team or help us at our farm. We have something for everyone!



AVA can help with all aspects of volunteering in Aberdeenshire, from awards and opportunities to advising groups on taking on and managing volunteers.

Free Walks and Trails



Aberdeen City Health & Social Care Partnership
A caring partnership

Aberdeen's Green Health Map is a fantastic tool to help you find local parks, gardens, and natural areas to explore. Spending time in nature can reduce stress, improve mood, and enhance physical health. Whether it's a walk in the park, bird watching, or a family picnic, the Green Health Map makes it easy to find the perfect spot to enjoy the outdoors. So, step outside, enjoy the fresh air, and let nature improve your well-being.



Explore the fascinating **sculpture and curios trail** and find everything from traditional to contemporary to explore.

The Heart of Moray makes it easier to improve our health and wellbeing.



This 12 week fully funded programme is held at **Moray Leisure Centre**, a community place with friendly staff, social spaces and ways to be more active, learn about food and lifestyle and be supported for healthy weight management.

Learn more



Aberdeen Coastal Trail

The Coastal Trail explores our enduring relationship with the North Sea – our famous long golden sands beach is a short walk from the city centre.



Aberdeenshire Coastal Trail



Discover 165 continuous miles of dramatic clifftops, enchanting coves, paradise beaches, charming towns and marvellous wildlife on the **Aberdeenshire Coastal Trail**.



A free, fun, and friendly weekly 5k community event. Walk, jog, run, volunteer or spectate – it's up to you!

Every Saturday at 9:30am.

Park Run

9 Things to see & do in Aberdeen for free

Aberdeen is home to an array of attractions, locations and quirky spots on the map which are all free - perfect for those on a budget.

Activity ideas for staff during lunch breaks or walking meetings if your workplace is close by.

Things to do

healthpoint

WALK IN FOR INFORMATION

If you would like to know more about Healthpoint, please watch our new animation on our Public Health Youtube Channel :

[NHS Grampian Healthpoint \(youtube.com\)](https://www.youtube.com/watch?v=...)

We have a range of support available to help people stop smoking. Please see our animations:

[Stop Smoking - Health Benefits - YouTube](https://www.youtube.com/watch?v=...)

[Stop Smoking - Medical Support \(youtube.com\)](https://www.youtube.com/watch?v=...)

[Stop Smoking - Mental Health Benefits \(youtube.com\)](https://www.youtube.com/watch?v=...)

[Stop Smoking - Financial Benefits \(youtube.com\)](https://www.youtube.com/watch?v=...)

NHS Grampian Health Information Resources Service

The Resources Team offer health information and materials to professionals and the general public throughout Grampian who are working to promote health and healthy lifestyles or are interested in their own health. They offer a wide range of formats such as:

Leaflets

Posters

Virtual/downloadable material

Display boards, Teaching Kits and Banners - available on loan.

Check out their website:

<http://www.hpac.durham.gov.uk/HPAC/Search> or email GRAM.resources@nhs.scot or call 01224 558504.

Welcome to Grampian Dental

Which Practices Are Registering Patients?



"The mouth is the gateway to your body which is why it's really important for children, young people and adults of all ages to be seen regularly by a dentist to get advice and treatment to keep your teeth and mouth healthy. NHS dental registration is free and for life and ensures you have access to free regular check ups.

Some people still believe it is really difficult to access an NHS dentist in Grampian - We have good news! Access to an NHS dentist has improved in Grampian recently. Both kids and adults can register at any practice with availability no matter where you stay. Please click on the link below to head over to the NHS Grampian Dental website for all the details -

[Which Practices Are Registering Patients? | Dental Advice Grampian](#)

[Dental Advice Grampian | Advice and Information for maintaining oral health](#)



Like and follow us on Facebook

<https://www.facebook.com/NHSGWorkplaceHealth>