

Shared Prosperity Fund (SPF) 2022-2025

Healthy Lifestyle Action Plan

Introduction

This guidance document has been created to assist Good Growth projects to create their own Healthy lifestyle Plan, which are often a contractual obligation of Good Growth funding awards.

What do we mean by Good Growth?

The intention is that the Cornwall and Isles of Scilly (CIOS) Shared Prosperity Fund (SPF) should drive Good Growth behavioural change in recipient organisations. This means that projects should deliver well paid, high quality and inclusive opportunities, as well as delivering environmental benefits from this economic growth. Finally, recipients should align their practices to the principles of Good Growth permanently.

The Shared Prosperity Fund should deliver the UK Government's Levelling Up missions at a local level, which means closing the gap in healthy life expectancy between different areas and social groups in the UK. Sub-optimal health and wellbeing, both physical and mental, can hinder an individuals' productivity in work as well as their ability to take up skills training and education. Collectively, these effects impede economic growth and cost employers. Coastal communities, including in CIoS, have some of the worst health outcomes in England, with low relative life expectancy and high rates of many major diseases. It is important that the Shared Prosperity Fund can enable improvements in health outcomes. There is also a clear commercial benefit for organisations to promote the good mental and physical health of their workforce as it can lead to productivity gains, whilst reducing sickness absence and staff turnover.

What do we expect from a Healthy Lifestyle Plan?

Explain how your organisation will encourage and create healthy lifestyle choices for your employees and communities. This could include:

- Access to green and blue spaces;
- Healthy food;
- Healthy workplace initiatives;
- Provision of health and wellbeing training including manager mental health training programmes;
- Active leisure, for example, activities using physical or mental energy;
- Active travel, for example, riding a bicycle or walking;
- Social prescribing, such as creating and joining networks and groups
- Produce, put into action, and communicate a mental health at work plan that promotes good mental health for all employees. Ensure that the workforce feeds into the drafting of this plan and that everyone feels ownership over its implementation.
- Make sure all employees are aware of the information, tools and support available, perhaps as part of the workplace mandatory training. Encourage employees to have regular conversations with their line manager about their health and well-being.
- Encourage open conversations about mental health and try to break down the stigma and culture of silence around it. By mental health we do not mean "mental ill health." We mean the mental health we all have, just as we all have physical health. This in turn will mean that employees are more likely to seek support when needed e.g. mental health first aiders. Offer appropriate workplace adjustments to employees who require them.
- Reflect on the working conditions and ensure that employees have a healthy work life balance and opportunities for development.

Routinely monitor employee mental health and wellbeing by understanding available data, talking to employees, and understanding risk factors.

Useful Resources:

[MIND – Guide for employee wellness action plans](#)
[NH Eatwell Guide & NHS - eating a balanced diet](#)
[Healthy Cornwall & Healthy Cornwall – make a change, physical activity guide](#)
[Cornwall Areas of outstanding Natural Beauty map](#)
[Government cycle to work scheme implementation guidance](#)