

Physical Activity Policy

To be reviewed Bi-Annually.

Policy Agreed February 2019. To be reviewed February 2021.



POLICY STATEMENT

The health and wellbeing of all Everton Nursery School and Family Centre staff is of paramount importance and our school/centre strives to create an environment in which staff members feel valued and supported to maintain good health and well-being as part of an effective work-life balance. Everton Nursery School and Family Centre understands the numerous benefits associated with physical activity and as such we aim to break down barriers to participation, provide support and encourage all employees to be active both during and outside the working day.

We respect the right of all staff to make free choices on whether they wish to engage in physical activity and recognise that every individual has different capabilities. Any workplace initiatives and activities will be entirely optional. Those who do not wish to engage in physical activity or are unable to do so, during or outside the working day, will not be criticised or disadvantaged in any way and no punitive action will ever be taken on these grounds.

AIMS AND OBJECTIVES

Everton Nursery School and Family Centre seeks to provide information, support and encouragement to allow all employees to feel able to engage in physical activity as part of the working day and beyond.

In order to achieve these aims our school/centre will focus on Awareness, Access, Opportunities and Support.

AWARENESS

Everton Nursery School and Family Centre will:

- Provide all staff members with information on current physical activity guidelines. (see Appendix A)
- Provide all staff members with information on the benefits of regular physical activity. (see Appendix B)
- Provide all staff members with signposting and links to further sources of information on the health benefits of physical activity. (see Appendix C)
- Provide all staff members with signposting information and links to local physical activity providers, initiatives and events. (see Appendix D)

ACCESS

Everton Nursery School and Family Centre will:

- Promote the use of alternative forms of transport to work which allow for physical activity to be incorporated before and after the working day. (see Appendix E – Cycle to Work Scheme)
- Allow staff to store clothing, shoes etc. in the workplace to enable staff to engage in physical activity before or after work.
- Encourage all staff to walk, cycle or use public transport to travel for business purposes. Staff will still be encouraged to do so even if this means slightly longer travel time than driving for example, so long as this does not affect normal business

operation. In cases of longer travel time, staff should seek clarification with their line-manager to ascertain whether their chosen mode of transport to a business appointment is appropriate.

- Ensure all staff are aware of their entitlement to at least the legal minimum required break periods during the working day (as set out in individual contracts of employment) and encourage staff to move away from their usual workspace during this time. E.g. walk outdoors or eat lunch outdoors.
- Evolve job design and equipment to remove physical risks in the workplace wherever possible.

OPPORTUNITIES

Everton Nursery School and Family Centre will:

- Encourage staff to take opportunities to be active during the working day, such as standing up and speaking to colleagues instead of emailing (where appropriate), using stairs instead of lifts if able and standing up for at least five minutes every two hours. (see Appendix F)
- Encourage and support staff members to engage in physical activity events and challenges throughout the year as part of raising funding for Everton Nursery School and Family Centre. Funding, partial funding, sponsorship and flexible working arrangements to accommodate this will be considered on an individual basis, but cannot be guaranteed. Participation is optional.

SUPPORT

Everton Nursery School and Family Centre will:

- Break down barriers to participation for all staff who wish to be active, including those covered by the DDA, through the provision of supportive measures where appropriate.
- Allow appointments for physiotherapy to alleviate musculoskeletal injuries to be taken during work time, without accruing sick leave or using annual leave. Appointments are to be arranged around work commitments where possible, should not impinge on normal business operation and are to be agreed at line-manager's discretion.
- Appoint a workplace 'physical activity' champion who will be a further source of information, advice and support to all staff. This person should be a volunteer. In the case of more than one volunteer a decision will be voted on by the staff group.

Appendix A

Physical activity guidelines for adults as set out by the Chief Medical Officer (2011)

Adults aged 18-64

1. Adults should aim to be active daily. Over a week, activity should add up to at least 150 minutes (2½ hours) of moderate intensity activity in bouts of 10 minutes or more – one way to approach this is to do 30 minutes on at least 5 days a week.
2. Alternatively, comparable benefits can be achieved through 75 minutes of vigorous intensity activity spread across the week or combinations of moderate and vigorous intensity activity.
3. Adults should also undertake physical activity to improve muscle strength on at least two days a week.
4. All adults should minimise the amount of time spent being sedentary (sitting) for extended periods.

Older Adults aged 65+

1. Older adults who participate in any amount of physical activity gain some health benefits, including maintenance of good physical and cognitive function. Some physical activity is better than none, and more physical activity provides greater health benefits.
2. Older adults should aim to be active daily. Over a week, activity should add up to at least 150 minutes (2½ hours) of moderate intensity activity in bouts of 10 minutes or more – one way to approach this is to do 30 minutes on at least 5 days a week.
3. For those who are already regularly active at moderate intensity, comparable benefits can be achieved through 75 minutes of vigorous intensity activity spread across the week or a combination of moderate and vigorous activity.
4. Older adults should also undertake physical activity to improve muscle strength on at least two days a week.
5. Older adults at risk of falls should incorporate physical activity to improve balance and co-ordination on at least two days a week.
6. All older adults should minimise the amount of time spent being sedentary (sitting) for extended periods

Individual physical and mental capabilities should be considered when interpreting the guidelines.

For further information: *Start Active, Stay Active: A report on physical activity for health from the four home countries' Chief Medical Officers (2011) ©*

Appendix B

	Benefits of regular physical activity (for illustrative purposes, not exhaustive)
Day to Day Benefits -	Increases energy levels
	Helps you sleep better at night
	Helps boost your immune system
	Helps improve posture
	Reduces aches and pains
	Makes general everyday tasks easier, like climbing the stairs and doing the garden etc.
Healthy Weight -	Helps with weight loss and to maintain a healthy weight
	Increases metabolism so you burn more calories everyday
	Helps lose inches as well as weight
	Tightens and tones your body
Mental Health -	Helps relieve stress and boredom
	Releases endorphins which make you feel happy reducing risk of depression by 30%
	Helps support good mental health and wellbeing and reduces risk of dementia by 30%
	Helps increase confidence and motivation
Physical Health -	Helps lower blood pressure and maintain healthy levels
	Keeps your heart healthy
	Improves lung function and ability to use oxygen (VO2 Max)
	Helps lower cholesterol and maintain healthy levels
	Helps regulate blood sugar levels to reduce risk of type II diabetes by 50% or manage existing condition
Health Risks -	Reduces risk of <i>all cause death</i> by 30%
	Helps increase bone density to reduce risk of osteoporosis by 83% and manage existing condition
	Reduces risk of cancers (including breast cancer by 20%, colon cancer by 50%)
	Reduces risk of heart disease and stroke by 35%
	Active people have a lower risk of disease development throughout life

Appendix C

- Further sources of information on the health benefits of physical activity (for illustrative purposes, not exhaustive)

NHS Choices – information on the benefits of exercise

<http://www.nhs.uk/Livewell/fitness/Pages/Whybeactive.aspx>

Bupa

<http://www.bupa.co.uk/individuals/health-information/directory/b/benefits-of-exercise>

British Heart Foundation – Physical Activity Statistics 2012: downloadable report on levels, types and reasons for physical activity in the UK

<http://www.bhf.org.uk/publications/view-publication.aspx?ps=1001983>

American College of Sports Medicine – brochures and fact sheets on benefits of different types of physical activity plus numerous other links and resources

<http://www.acsm.org/access-public-information/brochures-fact-sheets/brochures>

Appendix D - Local physical activity providers and useful links (for illustrative purposes, not exhaustive)

Liverpool City Council Lifestyles Leisure Centres – gym membership, swimming, class timetables, sports pitch hire, events and contact details

<http://liverpool.gov.uk/lifestyles/>

Wirral Council Leisure Centres

<http://www.wirral.gov.uk/my-services/leisure-and-culture/sports/invigor8-leisure-centres-and-facilities>

Born to Run Liverpool – Details of races and events across Liverpool and Wirral

<http://www.btrliverpool.com/>

Local Gyms

<http://www.thegymgroup.com/find-a-gym/gym/the-gym-liverpool/>

<http://www.marriottleisure.co.uk/club/liverpool-city-centre/referer/locationselect>

<http://www.totalfitness.co.uk/> -Liverpool, Wirral, Wigan, Chester

<http://www.lafitness.co.uk/gym/liverpool/>

<http://www.davidlloyd.co.uk/home/clubs/liverpoolspeke>

<http://www.fitforfree.co.uk/locations/liverpool-speke/>

Class Finder – lists exercise classes by type and area of UK

<http://www.classfinder.org.uk/fitness-class/listing>

Awesome Walls Climbing Centre

<http://www.awesomewalls.co.uk/climbing-centres/liverpool/liverpool-overview-page>

Sports Classes and Clubs in Merseyside listings page

<http://www.netmums.com/merseyside/local/all/classes-for-you/sport>

5 a side football pitch hire and leagues

<http://www.powerleague.co.uk/5-a-side/north-england/liverpool>

<http://www.goalsfootball.co.uk/Index.aspx?gclid=CKjo2pGE0b0CFQvHtAodrUgAcg>

Example Physical Activity Planner

May		Wirral Walk 15 mile coastal walk http://www.wirralcoastalwalk.org/
Jun	  	Wirral Bikeathon 15 and 28 mile, non-competitive bike ride http://www.wirralbikeathon.com/index.php Race for Life 5K and 10K Charity Run Aintree http://raceforlife.cancerresearchuk.org/choose-your-event/liverpool-aintree-racecourse.html?event=1752 Dragon Boat Racing – World Corporate Games 2014 Team Event
Jul		Race for Life 5K or 10K Charity Run, Sefton park Race for Life 5k or 10k Charity Race, Wirral http://raceforlife.cancerresearchuk.org/choose-your-event/liverpool-sefton-park.html?event=1633
Aug		Walk Ten Twilight 10k walk for Charity, Speke Hall, Liverpool https://www.mariecurie.org.uk/en-GB/events/walking/Walk-Ten-Liverpool/
Sep		National Fitness Day – we can create our own event to promote physical activity and raise money for charity http://www.nationalfitnessday.com/home
Oct		Chester Marathon http://www.activeleisureevents.co.uk/full-marathon.aspx
Nov		Hellrunner Delamere Forest 10-12 mile mud run! http://www.hellrunner.co.uk/hell-up-north/
Dec		BTR Liverpool Santa Dash 5K run http://www.btrliverpool.com/#!santa-dash/c1hsh

Appendix E – Cycle to Work Scheme

- All staff members are free to use their own bikes to commute to or from work.
- Lockers are provided to allow staff members to store changes of clothes to make using their bikes more practical.
- Use of bikes is entirely optional and is at the discretion of any individual who chooses to do so. Any staff member using their bike assumes full responsibility for their own health and safety, which includes checking their bike is in good working order before any journey.

Appendix F – Health Risks of Sedentary Behaviour

Office desk jobs can have a serious impact on long term health and it is advised to keep moving throughout the day as much as possible by spending as much time on your feet, moving about the office as is practical, without hindering normal business operation.

“Sitting for long periods increases the risk of diabetes, heart disease and death, researchers suggest’ BBC News reports.” Full article is available at:

<http://www.nhs.uk/news/2012/10October/Pages/Having-desk-job-doubles-risk-of-heart-attack.aspx>

Exercise on the way to work:

- Walk, cycle or jog to work (or part of the way) if you can.
- Walk to the train station or bus stop. Get on one or two stops later or get off one or two stops early to walk part of the way.
- Park the car at the far side of the car park or a few streets further away.

Exercise at work:

- Move around and be as active as possible. Get up from your desk at least once per hour.
- Stand up and speak to people instead of emailing when appropriate.
- Don’t save things up to print, copy, put in trays etc. Keep finding reasons to move around the office.
- Go for a walk every lunchtime. Volunteer to run any errands. Go with friends or colleagues.
- The responsibility to lead the walking lunch sessions will be spread around the team.
- Lunchtime is a great time to get the recommended 30 minutes of daily exercise in. A walk, run, bike ride or exercise class as part of the working day is a lot easier to fit in than having to do it before or after work.

After work

- Make a pact with a colleague to do some exercise together at least once per week.
- Do your exercise straight from work. Once you get home and get comfortable it’s a lot harder to motivate yourself.
- You may feel too tired to exercise at the end of the day, but unless you have a physical job then this is mental fatigue, not physical tiredness. Doing some physical activity will actually wake you up and regular exercise will increase energy levels so you feel less tired.