

## NHS LANARKSHIRE HEALTHY EATING POLICY FOR STAFF & VISITORS 2025-2028

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<b>Governance or Assurance Committee</b>	<b>Population Health Committee</b>
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## **CONTENTS**

- i) Consultation and Distribution Record
- ii) Change Record

### **1. INTRODUCTION**

### **2. AIM, PURPOSE AND OUTCOMES**

### **3. SCOPE**

3.1 Who is the Policy Intended to Benefit or Affect

3.2 Who are the Stakeholders

### **4. PRINCIPAL CONTENT**

### **5. ROLES AND RESPONSIBILITIES**

### **6. RESOURCE IMPLICATIONS**

### **7. COMMUNICATION PLAN**

### **8. QUALITY IMPROVEMENT – MONITORING AND REVIEW**

### **9. EQUALITY AND DIVERSITY IMPACT ASSESSMENT**

### **10. SUMMARY OF POLICY / FAQs**

### **11. REFERENCES**

CONSULTATION AND DISTRIBUTION RECORD	
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<b>Distribution:</b>	<ul style="list-style-type: none"> <li>• Available to NHS Lanarkshire Staff via Firstport</li> <li>• Available to visitors to NHS Lanarkshire sites via public website</li> </ul>

CHANGE RECORD			
Date	Author	Change	Version No.
September 2013	A. Minns	Section 10– addition of requirement to have a summary or list of FAQ with each policy	1
May 2018	Risk Department	GDPR statement added into section 3 and updated name of Data Protection Act	1
February 2019	Healthy Eating Policy working group	Initial review and update of 2016-19 policy.	4.0

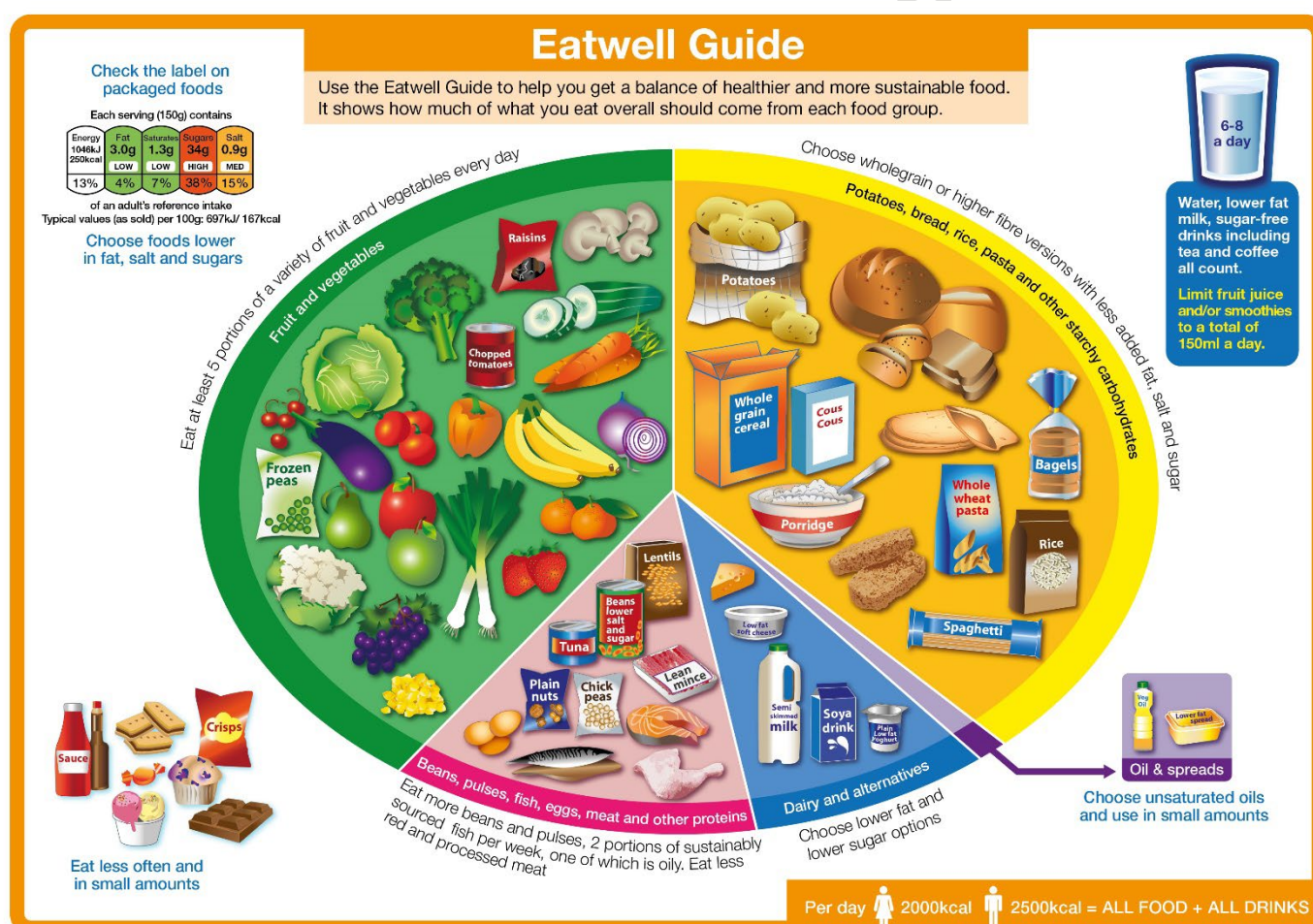
# Healthy Eating Policy for Staff & Visitors

October 2020	Healthy Eating Policy Group	Further amendments following staff consultation period.	4.0
December 2024	Healthy Eating Policy Group	Further amendments following staff consultation period and policy review	5.0

## 1. INTRODUCTION

Eating a diet rich in fruits and vegetables, high in dietary fibre, and low in fats, sugar and salt makes a significant contribution to health and to the prevention of disease<sup>1</sup>. NHS Lanarkshire considers healthy eating to be vitally important in improving the health and wellbeing of its staff.

The principles of a balanced diet are depicted in the Eatwell Guide below:



(Food Standards Scotland (2016))<sup>1</sup>

NHS Lanarkshire employs around 12,500 staff which offers a prime opportunity to support healthier food choices. On a daily basis, several thousand people use NHS Lanarkshire

## Healthy Eating Policy for Staff & Visitors

services either as out-patients, visitors or carers and so there is potential to impact on the dietary health of the wider population through the food and drinks that are made available.

Poor diet and nutrition can lead to malnourishment. The effects of malnutrition can be reduced energy levels and muscle strength, increased risk of illness and infection and contribute to low mood and poor mental health<sup>2</sup>.

A diet of poor nutritional value can also be a contributory factor in affecting a person's weight. *The Scottish Health Survey* (2022) highlighted 32% of all adults had a BMI between 18.5 and 25 kgm<sup>-2</sup> - classed in the healthy weight category. Around two-thirds of all adults (67%) were living with overweight (including obesity) in 2022, with a higher prevalence in men (70%) than women (63%)<sup>3</sup>. It is also estimated that 24% of people admitted to hospital in Scotland are underweight<sup>4</sup>.

A Healthier Future: Scotland's Diet and Healthy Weight Delivery Plan (2018)<sup>5</sup> aims to ensure that the food environment supports healthier choices and that leaders across all sectors, including the NHS, promote healthy diet and weight. This is supported by measures set out in the Health Promoting Health Service, Chief Medical Officer's letter CMO (2018)<sup>6</sup>. Creating a supportive environment for making healthier food choices out with the home is more likely to be effective in improving diet and reducing health inequalities than encouraging behaviour change alone and is advocated within the 2021 Out of Home Action Plan<sup>7</sup>. The Good Food Nation Plan<sup>8</sup> also sets out 6 overarching outcomes for a Good Food Nation but include healthy and sustainable options that are easy to find wherever we eat and buy food.

The NHS Lanarkshire Healthy Weight Strategy<sup>9</sup> and Staff Health & Wellbeing Strategy's action plan<sup>10</sup> commits to creating workplaces that provide employees with opportunities to improve their nutrition and achieve a healthy weight.

## 2. AIM, PURPOSE AND OUTCOMES

### **What is the aim of this Policy?**

The aim of this Policy is to promote and support the improvement of the nutritional health of staff and users of NHS Lanarkshire services.

### **Purpose**

To promote healthy eating and ensure provision of appropriate food and drink choices.

### **Outcome**

As contained within Principle Content (4)

## 3. SCOPE

### 3.1 Who is the Policy intended to Benefit or Affect?

The Healthy Eating Policy aims to benefit all those working in or visiting NHS Lanarkshire, to increase awareness of the importance of a healthy diet to health and to enable healthier food and drink choices to be made.

### 3.2 Who are the Stakeholders

## Healthy Eating Policy for Staff & Visitors

All staff and visitors of NHS Lanarkshire.

Catering and retail providers.

Health Promoting Health Service (HPHS).

As part of the consultation process, both staff and the public were invited to comment on this policy. Thanks are extended to those who contributed to the update of this policy with their useful comments and narrative which were all considered by the update group.

### 4. **PRINCIPAL CONTENT**

#### **Promotion of Healthy Eating Messages**

Healthy eating messages promoted by NHS Lanarkshire will be simple, clear and consistent.

Product placement and pricing will promote and support healthier choices, ensuring healthier food choices are appealing, readily available, affordable and easily accessible. Nutritional information is available on request.

#### **Point of Sale Promotions**

Point of sale (beside payment points) promotions of crisps, biscuits, cakes, chocolate and other confectionery will be avoided as this contravenes Healthy Living Award Plus criteria (see below).

#### **Food Provision**

Foods provided within NHS Lanarkshire premises currently, as a minimum, comply with [Healthy Living Award Plus criteria<sup>11</sup>](#) (which means healthier options form at least 70% of provision). This award however was paused during the Covid 19 pandemic and is being replaced by the new Eating Out, Eating Well Framework<sup>12</sup> Premises are expected to maintain the same level of standards as a minimum until a replacement system is available and this policy will be amended thereafter. For more information, see [here](#)

#### **Fried and Processed Foods**

Cooking methods other than frying must be used whenever possible, and the provision of fried products restricted in all dining areas. Where chips are provided, a healthier alternative such as boiled or oven baked potatoes must always be available, at the same or lower cost.

Foods high in fat and sugar such as processed foods e.g. pies, bries, pastries, ice cream, biscuits, sausages, bacon, processed fish and poultry products must be limited in all dining areas and oven cooked as appropriate. All catering service providers must not market these products by using either explicit promotions or price incentives.

#### **Vending**

Vending facilities can play an important role in the catering service by being an integral part of the service offered, or by substituting normal arrangements during out of hours periods. It is important to note that some staff may rely on these facilities for their main source of nutrition during working hours, therefore 70% must be healthier choices as per the previous Healthy Living Award Plus criteria<sup>11</sup>

All soft drinks provided must comply with NHS Lanarkshire Healthy Eating policy of 100% soft drinks served must be sugar free (less than 0.5g/100ml).



## Healthy Eating Policy for Staff & Visitors

### Drinks

All vending units on NHS Lanarkshire premises have been de-branded in accordance with CEL 14 (2008)<sup>13</sup>. Where present, vending units will offer healthier choices, and all soft drinks have a sugar content less than 0.5g per 100ml. 100% compliance will be maintained in relation to drinks vending criteria.

Drinking water will be freely available in all dining areas along with bottled water to purchase.

It must be borne in mind that although sugar free varieties of carbonated drinks are sugar free, they still pose a risk to erosion of the teeth due to their acidity.

### Trolleys and Pop-up Shops

These facilities are required to comply with the Healthcare Retail Standards<sup>14</sup> and should strive to improve the hospital experience. This is supported by the Chief Medical Officer's HPHS Letter 2018<sup>5</sup>.

The organisation has introduced relevant criteria to areas not yet in compliance, in particular around vending, hospitality, pop-up shops and mobile vans operating in their areas.

### Retail

Where premises within NHS Lanarkshire have retail outlets provided by the private sector, the outlets will comply with the [Healthcare Retail Standards<sup>14</sup>](#)

### Premises with No On-Site Catering Facilities

There are a number of premises across NHS Lanarkshire where staff do not have access to on-site catering facilities. In such circumstances, these will comply with the original Healthy Living Award criteria. Where feasible, an eating area with suitable tables and chairs separate from the work area will be provided, in addition to a sink or means for washing eating utensils, a refrigerator, hot water or hot and cold drinks dispenser and a small oven/microwave. Access to adequate drinking water should be made available in all areas.

### Hospitality

Hospitality for staff and visitors will be provided in line with [NHS Lanarkshire's Hospitality Policy<sup>15</sup>](#) and may range from business meetings and working lunches to large corporate events. In all cases, both on and out with NHS Lanarkshire premises, emphasis should be placed on promoting healthy options in line with the recommendations of the Policy. Advice on healthy options and menus can be sought from the Hotel Services Department.

The Scottish Cancer Prevention Network have developed a [Healthy Meetings Scorecard<sup>16</sup>](#) which aims to help people experience healthier meetings to feel well and think smart. Staff should use this scorecard where meetings last longer than 4 hours and include lunch.

### Mobile Food Outlets

Mobile outlets on NHS Lanarkshire premises must have been approved by the Hospital Manager and must comply with NHS Lanarkshire Healthy Eating Policy and the Healthcare Retail Standards<sup>14</sup>.

### Staff Health and Wellbeing

The Chief Medical Officer HPHS Letter 2018<sup>6</sup> states that all staff work in an environment that promotes physical and mental health, safety and wellbeing.

## Healthy Eating Policy for Staff & Visitors

NHS Lanarkshire has published a [Staff Health and Wellbeing Strategy](#) 2022-2025<sup>10</sup>. Implementation of the strategy is governed by the Staff Health and Wellbeing (SHWB) Operational Group who report into the Occupational Health and Safety and Wellbeing Group. The SHWB Operational Group will assess the needs regarding staff wellbeing and implement an action plan to address those needs going forward. The operational delivery of the strategy and action plan will be undertaken by discrete Staff Health and Wellbeing Groups within the three acute hospital sites and both Health and Social Care Partnerships (HSCPs).

### Weight Management

NHS Lanarkshire does not support methods of weight loss that are not evidence based and do not promote good health. Therefore, they should not be promoted within NHS Lanarkshire premises.

NHS Lanarkshire, South Lanarkshire Leisure and Culture and North Lanarkshire Leisure developed the 'Weigh to Go' (WtG) adult weight management intervention in 2012 to develop community-based Tier 2 support. 90-minute WtG classes combine nutrition, diet and behaviour change with a physical activity session, tailored to the individual with a 15-week education programme available. Access is free to all those living and working in Lanarkshire with no referral required therefore all staff can access sessions at a time that suits them. For more information see the relevant websites [Weigh to go - Fitness Classes - North Lanarkshire Leisure](#) or [Weigh to Go - South Lanarkshire Leisure and Culture](#)

There is more information about what services and supports are available for everyone in Lanarkshire and this can be found via The Lanarkshire Healthy Lifestyle & Weight Management Service webpage <https://www.nhslanarkshire.scot.nhs.uk/services/weight-management-service/> [www.nhslanarkshire.scot.nhs.uk/services/weight-management-service/](https://www.nhslanarkshire.scot.nhs.uk/services/weight-management-service/)

### Eating Disorders

Lanarkshire residents can participate in Beat courses that have been purchased by the Tertiary Eating Disorders Service (TESS).

The most prominent charity for eating disorders in the nation, Beat seeks to eradicate the suffering that eating disorders inflict. As part of their mission, they provide a range of services, such as workshops for both patients and carers.

These courses are available via the Scottish Helpline or the Beat POD, which is linked [here](#)

### Weight Stigma

Weight bias is defined as negative attitudes towards, and beliefs about, others because of their weight. These negative attitudes are manifested by stereotypes and/or prejudice towards people who are considered overweight and obese. Internalised weight bias is defined as holding negative beliefs about oneself due to weight or size.

Weight bias can lead to obesity stigma, which is the social sign or label affixed to an individual who is the victim of prejudice. Obesity stigma involves actions against people with obesity that can cause exclusion and marginalisation, and lead to inequities – for example, when people with obesity do not receive adequate health care or when they are discriminated against in the workplace or in educational settings<sup>17</sup>.



## Healthy Eating Policy for Staff & Visitors

This policy does not condone weight stigma or intend to deliver programmes and services with any weight bias or stigma in mind

An [online Learning Hub](#) dedicated to challenging weight stigma is available on Public Health Scotland's (PHS) virtual learning platform<sup>18</sup>.

### Staff Training

A programme of training for retail and catering staff will be explored following the launch of this policy.

## 5. ROLES AND RESPONSIBILITIES

On launch of this Policy, the Implementation and Monitoring group will be ongoing with representation from key stakeholders. The main purpose of this group will be to develop an action plan to support implementation and ongoing monitoring of the policy.

- Health Improvement (Public Health Nutritionist/Lanarkshire Weight Management Service/Health Promoting Health Service) – scope and explore opportunities for training to catering and retail staff on key healthy eating messages and policy direction.
- Catering and retail providers – key role to play in promotion of healthy eating messages to staff and visitors, as well as patients, through the range of goods and services they offer.
- PSSD – ensure terms within the policy and Healthy Living Award Plus criteria are adhered to until such times these standards are replaced.
- Public Health Governance Group – support and provide governance to the Implementation and Monitoring group and the action plan.

## 6. RESOURCE IMPLICATIONS

No resource implication foreseen in the long term under the terms of this policy.

## 7. COMMUNICATION PLAN

Policy Re-Launch date - (to be added once agreed)

Activity	Date	Responsible
Article in The Pulse	To be agreed following launch of the policy.	Public Health Nutritionist
Article in Staff Briefing	To be agreed following launch of the policy.	Public Health Nutritionist
Firstport Staff Announcements	To be agreed following launch of the policy.	Public Health Nutritionist

Firstport-Homepage Banner	To be agreed following launch of the policy.	Public Health Nutritionist
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## 8. **QUALITY IMPROVEMENT – Monitoring and Review**

Quality improvement will be monitored and reviewed via the Implementation and Monitoring Group. An action plan will be agreed to include a programme of auditing and reporting to Population Health Committee as required.

## 9. **EQUALITY AND DIVERSITY IMPACT ASSESSMENT**

This policy meets NHS Lanarkshire's EQIA



(tick box)

## 10. **Summary or Frequently Asked Questions (FAQs)**

Any questions regarding the policy can be directed to Public Health Nutrition Team.

## 11. **REFERENCES**

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## Healthy Eating Policy for Staff & Visitors

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17. World Health Organisation (2017) Weight bias and obesity stigma: Considerations for the WHO European Region
18. Challenging weight stigma learning hub Public Health Scotland. Accessed July 2024 <https://learning.publichealthscotland.scot/course/view.php?id=622>

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