

HEALTHY EATING POLICY FOR STAFF & VISITORS 2020-2024

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Governance or Assurance Committee	Population Health & Primary and Community Services Governance Committee
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Responsible Person	Public Health Nutritionist

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

CHANGE RECORD			
Date	Author	Change	Version No.
September 2013	Amanda 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
October 2020	Healthy Eating Policy Group	Further amendments following staff consultation period.	4.0

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Review date: **January 2025**

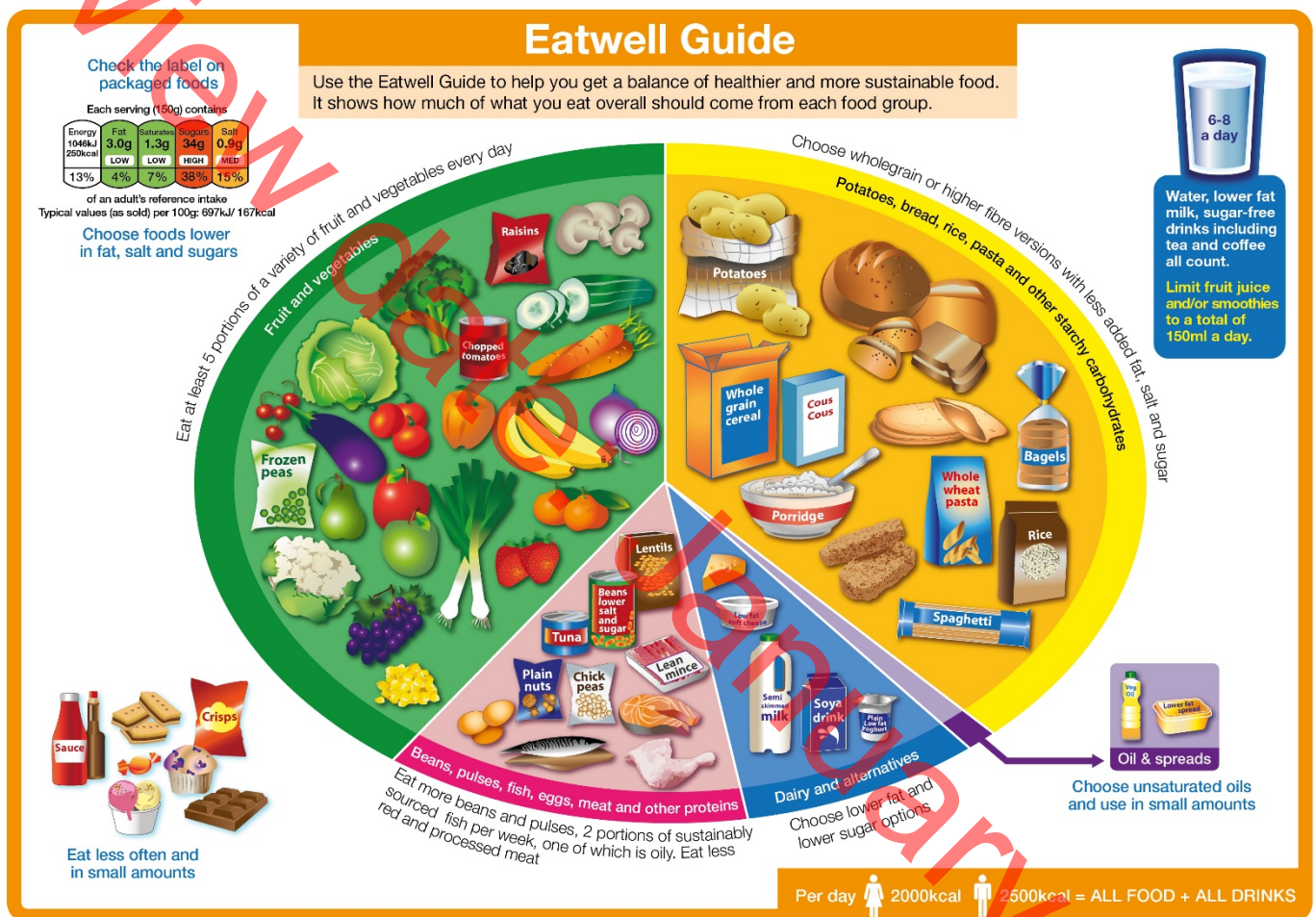
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Healthy Eating Policy for Staff & Visitors

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 disease¹. 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))¹

NHS Lanarkshire employs over 12,000 staff which offers a prime opportunity to support healthier food choices. On a daily basis, several thousand people use NHS Lanarkshire 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.

A diet of poor nutritional value can also be a contributory factor in affecting a person's weight. *The Scottish Health Survey (2018)* highlighted that 33% of people in Scotland have a Body Mass Index

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(BMI) between 18.5 - 24kg/m² which is classed as a healthy weight; with 65% classed as overweight and obese². It is also estimated that 24% of people admitted to hospital in Scotland are underweight³.

A *Healthier Future: Scotland's Diet and Healthy Weight Delivery Plan (2018)*⁴ 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 the Healthy Living Award and Healthcare Retail Standards, as well as further measures set out in the Health Promoting Health Service, Chief Medical Officer's letter CMO (2018)⁵ and the Healthy Working Lives programme. The *NHS Lanarkshire Healthy Weight Strategy*⁶ 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

All staff and visitors of NHS Lanarkshire.

Catering and retail providers.

Health Promoting Health Service (HPHS).

Healthy Working Lives (HWL).

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.

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

Local Healthy Working Lives/Staff Health and Wellbeing Groups will arrange local promotions e.g. themed days/menus.

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.

This policy was updated during the COVID-19 pandemic. As restrictions and social distancing guidance begins to change over coming months and beyond, any local promotion or events will need to bear in mind Scottish Government and NHS Lanarkshire guidance and look at alternative ways to engage with staff and visitors.

Food Provision

Foods provided within NHS Lanarkshire premises will, as a minimum, comply with [Healthy Living Award Plus criteria](#) (which means healthier options form at least 70% of provision). The price of main meals will be inclusive of vegetables.

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, bridies, 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 [Healthy Living Award Plus criteria](#)⁷

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

Drinks

All vending units on NHS Lanarkshire premises have been de-branded in accordance with CEL 14 (2008)⁸. 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.

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Trolleys and Pop-up Shops

These facilities are required to comply with the [Healthcare Retail Standards⁹](#) and should strive to improve the hospital experience. This is supported by the Chief Medical Officer's HPHS Letter 2018⁵ and are measured in Outcomes 4.1 and 4.2 of the Health Promoting Health Service Action Plan.

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 Standards⁹](#)

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 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 Policy¹⁰](#) and may range from business meetings and working lunches to large corporate events. In all cases, both on and outwith 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 Scorecard¹¹](#) 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 Standards⁹. The monitoring and reporting of this is within the Health Promoting Health Service action plan and will be reported via the Lanarkshire Healthy Weight Strategy Steering Group.

Staff Health and Wellbeing

The Chief Medical Officer HPHS Letter 2018⁵ states that all staff work in an environment that promotes physical and mental health, safety and wellbeing.

NHS Lanarkshire has established a strategic Staff Health and Wellbeing Group chaired by the following: Executive Director for Nursing and Midwifery and Allied Health Professionals; Employee Director and Director of Public Health. This group will assess the needs regarding staff wellbeing and set out a strategy and action plan to address those needs going forward. The operational delivery of the strategy will be undertaken by discrete Staff Health and Wellbeing Groups within the three acute hospital sites and both Health and Social Care Partnerships (HSCPs).

A new approach to support staff health and wellbeing is being developed by a short-life working group that has been established to explore how NHS Lanarkshire could offer staff who have been absent for a long period help to return to work by offering them supported access to an appropriate package of physical

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activity, healthy eating, weight management and/or stress control interventions from within the existing Lanarkshire Weight Management Service (LWMS) provision to support their overall health & wellbeing.

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 provide 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](#)

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 settings¹².

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

Staff Training

NHS Lanarkshire staff will be made aware through Healthy Working Lives, of the NHSL Healthy Eating Policy, Healthcare Retail Standards and the Healthy Eating Plus standards that NHSL are required to promote and improve the nutritional health of users of NHS Lanarkshire services.

A programme of training for retail and catering staff will be agreed and rolled out with ongoing support provided.

Food and refreshment provision for staff responding to crisis situations

In the year of updating this policy, COVID-19 has emerged as a pandemic viral illness. The virus is highly pathogenic and staff are required to wear personal protective equipment (PPE) increasing their need to replenish fluids and nourishment. The COVID-19 Guidance on Personal Protective Equipment (PPE)¹³ published by Public Health England on behalf of the four UK nations, states that staff must take regular breaks and rest periods. In instances of prolonged crisis response, temporary provision of foods and fluids may be considered. This is in acknowledgement that healthcare workers are at higher risk of dehydration due to often working in warm, air conditioned environments whilst wearing PPE.

5. ROLES AND RESPONSIBILITIES

On launch of this Policy, an Implementation and Monitoring group will be set up 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) – provide training to catering and retail staff on key healthy eating messages and policy direction. Develop staff health and wellbeing support.
- Healthy Working Lives – support implementation of the content of the policy and healthy eating/wellbeing events as and when required and within guidance around social distancing where these restrictions remain in place. Evidence to be used from Employee Wellbeing Survey 2019.
- 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.
- Lanarkshire Healthy Weight Strategy 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 in line with LWMS communications plan.	Public Health Nutritionist
Article in Staff Briefing	To be agreed in line with LWMS communications plan.	Public Health Nutritionist
Firstport Staff Announcements	To be agreed in line with LWMS communications plan.	Public Health Nutritionist
Firstport-Homepage Banner	To be agreed in line with LWMS communications plan.	Public Health Nutritionist

In addition to the above, the Implementation and Monitoring Group will include communication plans to promote to visitors and the public.

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 and Primary & Community Services Governance Committee and around the development of workplace champions.

9. EQUALITY AND DIVERSITY IMPACT ASSESSMENT

This policy meets NHS Lanarkshire's EDIA

(tick box)

10. Summary of Frequently Asked Questions (FAQs)

Any questions regarding the policy can be directed to Susan Short, Public Health Nutritionist (Susan.Short@lanarkshire.scot.nhs.uk)

11. REFERENCES

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8. CEL 14 (2008)
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10. NHS Lanarkshire Catering and Hospitality Policy. Available at: <https://www.nhslanarkshire.scot.nhs.uk/download/catering-hospitality-policy/>
11. Healthy Meetings Scorecard. Scottish Cancer Prevention Network. Available at: <https://www.cancerpreventionscotland.org.uk/healthy-meetings/>

12. World Health Organisation (2017) Weight bias and obesity stigma: Considerations for the WHO European Region
13. Public Health England April 2020 Guidance on Personal Protective Equipment (PPE)

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Review date: January 2025