



We would encourage employers and employees to support this charter and work collaboratively to help address gambling related harms at a workplace level."

Gambling Commission



This **Workplace Charter** provides a framework for action to help employers and staff build good practice in health and work in their organisation. The charter supports all types of employers, large and small, from public, private and voluntary sectors.

Harmful gambling can be the causes of, and contributors to, short and long term ill health for a considerable proportion of people of working age. For example, it is estimated that there are in the region of 1.3 million harmful gamblers in the UK and with many times that number experiencing gambling-related harms.

This charter offers practical, evidence based ways in which employers and staff can commit to promoting the health and wellbeing of their workers experiencing gambling related harms. It endeavours to help reduce sickness and absence and support those who want or need to change their relationship with gambling.

Employees are the lifeblood of any organisation. Their health and wellbeing are central to its sustainability. An organisation that supports its employees to make healthier choices and overcome problems with their gambling behaviour is more likely to prosper, through higher productivity, improved staff retention and improved performance.

The business case for supporting employees to make healthier choices relative to harmful gambling is compelling.

A healthier workforce has a positive impact on the productivity and sustainability of organisations. It also benefits society as a whole, by reducing health and social care costs, and the human costs of ill-health.

Harmful gambling makes a considerable contribution to workplace absence. This has a significant cost to business and the economy. The economic burden of harmful gambling is substantial, with estimates placing the annual cost in the UK to be over £1.27 billion.

We require an emphasis on addressing gambling harms as a public health issue and a safeguarding concern.

Gambling related harms have:

- Clear links to areas of deprivation and greater health inequalities.
- Increased levels of alcohol consumption (74% drinking 50 units per week).
- Financial and mental health impacts shown as the most significant harms.

Tackling harmful gambling is an issue that employers and staff can work on collaboratively and such combined efforts underpin the approach adopted by this agreement.



The Workplace Charter to Reduce Gambling Related Harms Kitemark

Organisations who commit to the workplace charter are granted permission, licensed and certified to display the workplace charter to reduce gambling related harms kitemark. Once licensed, subject to the terms and conditions of use, organisations are permitted to use the kitemark on their website, publications, emails and signage. The kitemark is awarded to organisations in recognition of their pledge and commitment to support their employees, who may be at risk of, or experiencing gambling related harms (GRH).



CHARTER AGREEMENT

Step 1: We will make a commitment

- We confirm that there will be a clear commitment from senior management that policies on gambling are central to the organisation's approach to health and wellbeing. This commitment is stated in a form that is visible and understandable to all employees.

Step 2: We will build our approach

- We confirm that the senior management team will understand and act on all its duty of care concerning gambling related harms and risk management in the workplace.
- The senior management team shall seek to communicate with, consult and include trade union representatives and employee forums in building their approach, as appropriate.

Step 3: We will promote a positive culture

- We will ensure there will be effective management standards in place in order that employees feel supported and valued whilst suffering from or at risk of suffering from gambling-related harms.

Step 4: We will support and train

- We confirm that the leadership of the organisation will ensure that information is freely shared, that we will consult with staff and that every employee knows how to access support and who to discuss their needs with, in relation to gambling related harms.
- Line managers and relevant staff will receive training that helps them understand and signpost individuals to sources of support in regard to gambling related harms, with key members of staff trained in the 'Bet You Can Help' programme.

Step 5: We will provide the right support

- We confirm that managers and relevant staff will be trained and confident in recognising gambling related harms and how to hold sensitive, confidential conversations and support colleagues.

Step 6: We will help people to recover

- We confirm that employees who experience gambling-related harms issues and have to take time off work will be given appropriate support to help them return to work when they are ready.
- Line managers will maintain contact with employees in such situations and, where appropriate, adjustments will be made to help with the employees transition back into the workplace.

Step 7: We will seek parity and handle issues with sensitivity

- Ensure harmful gambling issues are given equal parity to policies regarding drugs and alcohol.
- Employees are treated with sensitivity and are handled appropriately when concerns are raised either informally or formally through grievance and disciplinary procedures.

Signed Position..... (on behalf of the employer)

Signed Position..... (on behalf of trade union)

Date

For further information please contact:

Beacon Counselling Trust (BCT)



www.beaconcounsellingtrust.co.uk

Ara Recovery for All (ARA)



www.recovery4all.co.uk

Head office

BCT - 263 Townsend Lane, Liverpool, Merseyside L13 9DG

ARA - Kings Court, Kings Street, Bristol, BS1 4EF

Phone number

BCT - 0151 226 0696

ARA - 0330 1340 286

Email

BCT - admin@beaconcounsellingtrust.co.uk

ARA - info@recovery4all.co.uk

Social media

   @BCTNorthWest / @ARArecovery4all



