



“ We need training support for our supervisory staff in The Breadmaker to help support our apprentices. ”
 Karen Bain, Manager at The Breadmaker

Workplace Wellness:

Engaging with adults with learning disabilities to improve health and well-being at work

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The health of Scotland's working age population is key to wellbeing of both individuals and communities. Healthy individuals are generally more productive, more motivated and have less sickness absence. For most people, being in work is good for their long term health but challenges exist for many vulnerable individuals with health related issues.

Health challenges faced by adults with any disabilities are well documented which result in poorer health and health inequalities. Disabled people often face complex barriers to sustained employment and face stigma and discrimination resulting in a lack of skills and confidence. Employers must not exclude a valuable workforce. Employers have the ability to offer fairness and equality, resulting in a more diverse workforce, with a reduction of burden on future social and healthcare services.

BACKGROUND

The Breadmaker is a commercially focused social enterprise producing high quality bread as part a sandwich and coffee shop in Aberdeen since 2006. The purpose of their business is to provide meaningful learning and work opportunities in the bakery and coffee house environment for adults with learning disabilities. They are committed to working with their apprentices to facilitate their future by developing their skills and knowledge through an apprenticeship either in the bakery or coffee house. They have an energy for life and learning and it is their vision that through providing meaningful work and training they share that energy with others.

“ Share our vision. Share the energy. Share a loaf ”

AIMS

The aim was to access and engage with an employer who supports staff and vulnerable adults in a workplace setting and offers meaningful work as well as being committed to staff health and wellbeing. Fair access to work is a challenge for those with a disability and working with this employer highlights a more diverse supportive environment and an employer who helps support and sustains apprentices into meaningful work.

Employment barriers for those with a disability:

- 1 Face complex barriers to sustained employment.
- 2 Stigma and discrimination.
- 3 Lack confidence and skills.
- 4 Poorer health.
- 5 Health inequalities.
- 6 Lower levels of employment.
- 7 Less fair access to work.

METHODS

Completion of a an organisational profile.
 Completion of a staff wellbeing survey.

Themes were summarised:

68% participated in the survey.

Topics of interest of included:

- 1 Mental health.
- 2 Healthy eating.
- 3 Health checks.
- 4 Exercise classes.
- 5 A health fair was offered as an intervention for staff to address these topics of interest.

OUTCOMES

- 1 A health fair with stands and interactive activities.
- 2 Managers reported how the health event raised awareness about health topics.
- 3 Staff were more informed about healthier choices.
- 4 Uptake of resources.
- 5 Staff reported that health checks were valued and more confident to seek services to help improve health and wellbeing.
- 6 Increased social interaction.

STATISTICS

ONS labour survey 2012 reporting:
 '46.3% of working age disabled people are employed compared to 76.4% of the general working population.'

The Marmot Report (2010) highlighted that:
 'Some of the most vulnerable people in society such as those with learning disabilities will die 15 to 20 years sooner than the average population.'

In addition it reported:
 'Create fair employment and good work for all!'

FUTURE WORK

- 1 Managers and supervisors training in mental health and resilience to allow more support for apprentices.
- 2 Recognition and rewarding The Breadmaker managers with a local Wellbeing Charter.
- 3 Plan another health intervention led by staff need.

REFERENCES

- Marmot Review Fair Society, healthy lives 2010
- 2020 vision
- Healthy at work strategy 2008
- ONS, Labour Survey Q2,2012
- Supported Employment Framework for Scotland 2010

“ We have found the training courses very useful, with lots of resources that can then be used in the workplace to support staff. ”
 Karen Bain, Manager at The Breadmaker



“ We had great success with our Health and Wellbeing fair; the stalls were fantastic, full of information with great graphic/displays and demonstrative materials. There was a great variety of stalls and the individuals who came a long from the Health and Work team from NHS Grampian were very knowledgeable and could offer guidance. The fair came as a result from carrying out a staff wellbeing study with our staff team. ”
 Karen Bain, Manager at The Breadmaker

