



Knowledge and Library Services (KLS)

Impact stories

Title: Evidence from a series of KLS Evidence Briefings assisted in the development of Employer toolkits.

User testimonial:

“The Evidence Briefings were really important in the development of the content of the Employer toolkits. The toolkits drew on the published evidence from the Evidence Briefings as well as best practice evidence from the business sector. Since launch the toolkits have been incredibly well received and we have had consistently positive feedback” **Justin Varney, National Strategic Advisor on Health and Work**

Challenge:

The challenge for the toolkits has been that the evidence base is diverse, generally small scale and has significant research limitations. As an evidence based organisation, PHE wanted to address the need for these toolkits identified by business in a responsible way, so that it was possible to justify the opportunities for action in the documents. The topic focus for the toolkits has been based on feedback from employers and our external advisory board, as well as alignment with PHE's strategic priorities.

Solution:

The Health and Work team commissioned KLS to develop Evidence Briefings on three topic bundles: Sleep, Drugs/Alcohol/Tobacco, Diet/Physical activity/Weight issues in the workplace. The employer toolkits are unique in terms of being a partnership product between Business in the Community and PHE. They are created in a language specifically for a business audience, i.e. business to business, that is synthesised from the evidence briefings and the best practice case studies. The toolkits were peer reviewed by external topic experts as well as internal topic leads, and then piloted with a small number of employers of different sizes and sectors prior to publication.

Impact:

Over 74% of the adult population in England are in employment and many spend more than 60% of their waking hours during the working week in the workplace, so workplaces are key spaces for influencing adult health and wellbeing. Employers have asked us directly for guidance on how best to improve the health and wellbeing of employees, and the toolkits have been well received as evidence-based resources to inform employer led action.

26th April 2018

Ultimately this type of employer-led action will impact on the health of adults in the workplace and the wider health of the nation.

We are undertaking an academic evaluation of the toolkits in 2018/19 but in 2017/18 we commissioned two surveys from YouGov, one of senior business leaders (N=591) and one from senior human resource (HR) managers (N=500). 8% of senior business leaders had heard of the toolkits, which is comparable to the awareness of the Stonewall Equality Index, which is a much longer and more well-established scheme. 26% of HR managers had heard of the toolkits, which is very positive and comparable to the Awareness of Investors in People award.

Focusing on the HR managers who had heard of the toolkits, over 72% rated the quality of the toolkits as good and would recommend their use to others, which suggests they are seen as fit for purpose and a trusted resource by HR professionals. A smaller proportion of senior managers were aware of the toolkits, but of these over 70% would recommend their use to others.

Success factors:

The business to business language and context of development has been fundamental to delivering a product which meets the customer need. The Evidence Briefings have been a core foundation of this work and ensured that we have good sight of the limited evidence in this space. This has also allowed us to discount potential recommendations where the evidence is lacking from either practice or research. The good relationship with the KLS team has meant an open conversation to define search parameters and ensure the output is fit for purpose and helps us produce a strong product that meets customer needs.

Lessons:

We are already working with KLS as we plan the next suite of toolkits to build on this success.

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