

Live Well, Work Well Darlington

Spring Edition
2026



DARLINGTON
Borough Council

Welcome to the very first edition of **Live Well, Work Well Darlington**, brought to you by the Council's Public Health Team!

We're excited to launch this newsletter as a fresh space to celebrate all things health and wellbeing. In this first edition we are focusing on healthy workplaces as healthy, happy teams are at the heart of every successful organisation and we hope that the support available will help you boost health and wellbeing. Over 68,500 people in Darlington are of working age (16-64 years), 76.7% of those are in employment.

Better Health at Work Award will soon be returning to Darlington, so watch this space!

- In Darlington, on average, 4.5% of employees had at least one day off in the previous week.
- Nearly 92% of 16-17 year olds are in education, employment or training
- 64.9% of people of working age in Darlington, are in employment and have a physical or mental long-term health condition.
- At 18%, Darlington has 3 times the proportion of people in paid employment who are also in contact with secondary mental health services compared to England, with 6%.

For more information or suggestions of topics to include in the newsletter, please contact: public.health@darlington.gov.uk. We would like to develop a Health and Wellbeing Network, if you'd like to get more involved, please get in touch.

Supporting Mental Health and Wellbeing

Looking after employees' health and well-being is essential for businesses to thrive, and having a mentally healthy workforce can bring many benefits to your organisation. When employees feel physically and mentally supported, they are more productive, engaged, and motivated in their work. Taking a proactive approach to mental well-being at work may include offering mental health courses, communication skills training, sharing information about support services and scheduling regular employee check-in sessions. These approaches can foster a positive and supportive environment, as well as addressing issues that lead to poor well-being, stress and mental ill health.

Mental wellbeing at work guidance can be found on the NICE (National Institute for Health and Care Excellence) website (see box). The Mind website provides resources and ideas on how to take care of your staff and look after their mental health at work. Mind's mental health at work commitment is structured around pledges and standards, using up-to-date research from UK employers and mental health experts.

Refer to the mind website for resources and toolkits on how to improve the mental well-being of your employees.

For more information you can access:

- **Nice** - Mental wellbeing at work guidance - www.nice.org.uk/guidance/ng212
- **Mind** - My staffs wellbeing at work - www.mind.org.uk/workplace/my-staffs-wellbeing-at-work/
- **Mind** - The Mental Health at Work Commitment & curated resources & toolkits - www.mind.org.uk/news-campaigns/campaigns/mental-health-at-work-commitment/



Support to Quit

Smoking is associated with around 50 diseases, and smokers are more likely to be ill and require time off. As well as major illnesses such as cancer, bronchitis, emphysema, strokes and heart disease, smokers are more susceptible to coughs, colds and flu.

The cost to businesses is not just in sick pay but also lost productivity and output, while there are additional burdens on non-smoking colleagues. Non-smokers may also suffer increased illness from the effects of passive smoking.

Restricting smoking near workplace buildings does not necessarily turn smokers into non-smokers, but it does increase the likelihood that smokers will try to quit, and that they will succeed.

Businesses should always be mindful of changing attitudes in society, with a high proportion of the general public supporting a smoke-free generation by 2030.

Having a 'smoking at work' policy is regarded as good practice by staff, customers, suppliers, shareholders and other stakeholders.

If you would like to signpost your employees to **The Stop Smoking Service**, please use the link. If you would like support to develop or refresh your smoking at work policy, please email public.health@darlington.gov.uk



Are you ready to stop?

Up to two thirds of smokers who don't quit will die of a smoking related illness. We can help you kick the habit for good.



Scan the QR Code or visit www.darlington.gov.uk/stop-smoking



Supporting Menopause in the Workplace

It is that common word we all hear, but do we really understand it? As an employer, it is becoming evident that we should. In a recent literature review of research carried out, it was found that perimenopause and menopause symptoms lead, on average, to 7 days of absence each year. The economic impact of this equates to £191 million annually. Those with symptoms who still attend work, but struggle. Presenteeism is estimated to cost an additional £22.4 million annually.

The implementation of the Employment Rights Act will see a steer towards support for employees. There are several considerations you could make to improve support:

- Train management on menopause and menstruation to increase their knowledge and skills, enabling them to provide a safe environment.
- Carry out health and safety checks on premises and people to enable you to offer the right support and a proactive work environment.

- Create a policy both for menopause and menstruation - doing so creates a safe environment, which in turn prevents employees from losing their confidence, skills, leaving work, being absent, and hiding their symptoms. It also reduces the impact on their mental health. Linking this policy to those who already have, for instance, flexible working or absence, can help to communicate your plans.

For more information, you could access:

Menopause Friendly

www.menopausefriendly.co.uk/menopause-at-work/

ACAS

www.acas.org.uk/menopause-at-work/menopause-and-the-law

NHS

www.nhs.uk/conditions/menopause/help-and-support/

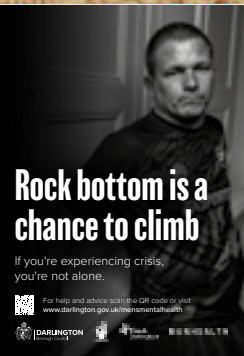
Please use and share the notice board attached on internal and community notice boards.

MENTAL HEALTH

If you feel you are experiencing a mental health crisis, please visit the NHS website or call 111 option 2 for NHS mental health support



Use this QR code to access information about looking after your mental health and how to find support.



Focused on helping people achieve good mental health and wellbeing.

📞 01325 283 169

📞 07572 888084

Monday - Friday

✉️ contactus@darlingtonmind.com



STOP SMOKING SERVICES

For more information on Stop Smoking Services please use this QR Code



Other support in a crisis

Contact Samaritans
free - day or night,
365 days a year

call free on

116 123

email
jo@samaritans.org

Text

Calmer

to

85258

shout
here for you 24/7

MENOPAUSE SUPPORT

'It's estimated, nearly 6 million people in employment in the UK are experiencing menopause'.

The Menopause friendly website has Advice, guidance and data on the impact of menopause in the workplace, can be found using the following QR code



Need support with menopause symptoms? Please use the NHS website:



For further information and advice on a range of health issues, please visit the **Darlington Public Health webpage.**

