

WORKPLACE WELLBEING

How to raise awareness of AIDs in the workplace



The 1st of December marks World Aids Day, which aims to support people living with HIV and educate about what it's like to live with HIV in today's world.

There is often a lot of confusion surrounding the realities of HIV and AIDS. So we're going to try and fill you in on some of the facts and figures before we move on to ways you can raise awareness in the workplace.

HIV and AIDS—what are they?

HIV is a virus that attacks the immune system. It stands for Human Immunodeficiency Virus.

AIDS stands for acquired immune deficiency syndrome and it develops as a result of the damages that HIV causes to the immune system. The immune system can then no longer fight off infections it normally would.

HIV and AIDS aren't the same. AIDS develops when HIV is left untreated.

The facts & figures

- People on effective HIV treatment can't pass it on.
- 1 in 5 people with HIV needed help with loneliness and isolation in the past year.
- 1 in 8 people living with HIV said they had never told anyone about their HIV status other than healthcare

professionals.

- Of everyone living with HIV in the UK, 1 in 12 don't know.
- HIV can't be passed on through day-to-day contact.
- There are many ways to prevent HIV, including getting tested and using condoms.
- People with HIV live long and happy lives.

Raising awareness in the workplace

The statistics highlight how the conditions can affect people's mental health and wellbeing. They also show that there's a large number of people in the UK who are unaware they are living with HIV. When employers take action and raise awareness of these issues, it opens the conversation in the workplace. Employees are then more likely to speak up should they have any health-related concerns. This year, try out one of the ideas below.

Host an awareness day event

On the big day, you can raise awareness by hosting a talk on the topic of AIDS. All it takes is a quick half an hour at lunchtime. Educate employees on the facts and figures, preventions and treatments. The session will show your willingness to support people suffering from the condition.

Hold a fundraiser

National Aids Trust is a charity that champions the rights of people living with HIV and raises awareness on a global scale. You could host a challenge in the workplace, have your very own bake off or hold a raffle and donate all the proceeds. It's a great way to get employees engaged and involved with the project too.

Hold a fundraiser

The red ribbon is a universal symbol of support and awareness for people living with HIV. One of the simplest ways to show your support is by making these ribbons available for purchase in the workplace. You can order the ribbons online here. Plus, you'll be able to donate the proceeds in the process too.

Health Assured can help raise awareness of mental and physical wellbeing in the workplace. Get in touch with us today on

UK: 0844 892 2493
ROI: 01 886 0324

WORKPLACE WELLBEING

How to prevent workplace bullying



According to CIPD research, 15% of employees in the UK have been victims of workplace bullying in the past three years.

That's over 1 in every 10 staff members who are experiencing unwanted conflict at work. This statistic highlights the struggle many employees are facing.

Workplace bullying is easy to miss. As an employer, you may be too busy to notice if an employee is subtly mistreating another employee. So how do you deal with such a hidden problem?

Understand what workplace bullying is

ACAS defines workplace bullying as "any unwanted behaviour that makes someone feel uncomfortable, frightened, made fun of or upset."

Some examples include:

- Constantly criticising a colleague and taking duties and responsibilities away from them without good reason.
- Putting a colleague down and making them the butt of jokes, in private or in front of others.
- Ignoring, victimising or excluding a colleague.
- Spreading rumours about them.

Communicate your approach to your staff

It's a good idea to explain your stance on bullying to new team members during their induction. If you have an anti-bullying policy, you could use this time as an opportunity to talk them through it. An efficient way to do this is through a welcome presentation or simply have it outlined in an employee handbook.

Cultivate a positive working culture

Because work can be fast-paced and stressful, it can be difficult to find time to build significant and positive relationships with all your colleagues. One way to get around this issue is to create a friendly workplace environment. As well as increasing staff morale, it'll make cases of bullying stand out more.

To foster a positive team spirit, you could organise social events outside of working hours. Some examples include book clubs, fitness classes and the occasional after-work charity fundraiser. If you have space, you could even hold these events in your workplace.

Remember, you should cater your social events to the needs of your staff. Think about the personalities within your organisation and tailor their rewards around them. This will help encourage employee engagement with the activity and increase the chance of building positive relationships in the workplace.

Cost of workplace bullying

According to university research, bullying-related absenteeism, turnover and lost productivity costs UK organisations £683 million annually.

This staggering figure reaffirms that workplace bullying can have detrimental effects on employers, not just the victim and their co-workers who witness it. If not dealt with swiftly, workplace bullying can contribute to:

- Reduced productivity
- A hostile work environment
- Increased absenteeism
- Reduced employee loyalty and commitment

By implementing the points raised in this guidance, you will progress towards creating a work environment that cultivates teamwork, cooperation, and positive interaction. And one that sets your organisation's stance on workplace bullying.

If you would like to find out more information on any of the topics mentioned in this article, please contact Health Assured on:

UK: 0844 892 2493
ROI: 01 886 0324

Alternatively, visit our website at: www.healthassured.org