



**WALK AT
WORK
AWARD**



**Healthier
Scotland**

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Introduction

The Walk at Work Award is aimed at workplaces who want to encourage and promote everyday walking within their organisation.

The award will equip workplaces with the knowledge required to foster a walking culture, provide the right facilities for employees to stay active, and take part in walking activities through the working day. The Walk at Work Award can be used to support both home workers and office workers to walk more.

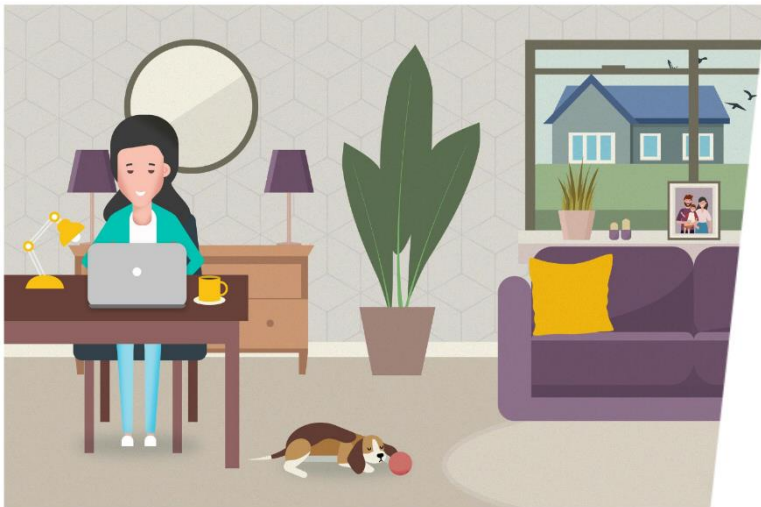
Examples of best practice, templates, resources and signposting to other sources of information will be provided, as well as one-to-one support and guidance throughout the process.

The Walk at Work Award contains three sections:

- **Walking Culture**
- **Walking Community**
- **Walking Facilities**

There is also an opportunity for you to tell us about any great walking initiatives you have in your workplace through the **self-defined action** category.

The Walk at Work Award recognises and celebrates employers who are encouraging everyday walking in their workplace.



Why walking?

Benefits for employees

Walking is good for you, good for the environment and good for business. Adults should aim for 150 minutes, or 2 ½ hours, of moderate intensity activity every week. Moderate intensity activity is any physical activity that causes someone to breathe faster and feel warmer – walking and cycling are great examples of moderate activity.

Alternatively, 75 minutes of vigorous intensity activity a week will achieve the same benefits. Vigorous intensity activity is any activity that causes someone to breathe very hard, feel short of breath and be unable to carry on a conversation comfortably. Running, swimming and tennis are all good examples of vigorous intensity activities. Adults should also aim to break up long periods of time spent sitting, by standing, stretching, or walking regularly throughout the day.

A daily brisk walk can reduce a person's risk of depression and dementia by up to 30%, lower their risk of cardiovascular disease, stroke, and coronary heart disease by up to 35%, and reduce risk of metabolic syndrome and type 2 diabetes by up to 40%. Daily

physical activity also lowers a person's risk of colon cancer by 30% and risk of breast cancer by 20%. Other benefits include improved sleep, reduced anxiety and distress, and better stress management.¹

Benefits for employers

Walking is good for business, too. Evidence suggests that active employees take 27% fewer days sick leave than inactive employees. Across the UK, 28.2 million working days were lost in 2018/19 due to work-related ill health and non-fatal workplace injuries. Of these, 2.6 million working days were lost due to ill health in Scotland².

By increasing rates of walking, workplaces can also reduce their organisations' environmental impact. The reduction in road traffic seen during the Covid-19 pandemic resulted in falls of over 50% in levels of Nitrogen Dioxide in some of Scotland's most polluted streets³, illustrating the impact that reducing amounts of road traffic can have on reducing harmful levels of air pollution.

¹ *UK Chief Medical Officers' Physical Activity Guidelines, 7 September 2019*

² *Labour Force Survey 2016/17, HSE, 2019.*

³ *Scotland's most-polluted streets improve during lockdown*, BBC Scotland news, May 2020.



The award process



Step 1

Register for Walk at Work Award

Step 2

Meet with Paths for All Development Officer, receive handbook, resources and develop action plan

Step 3

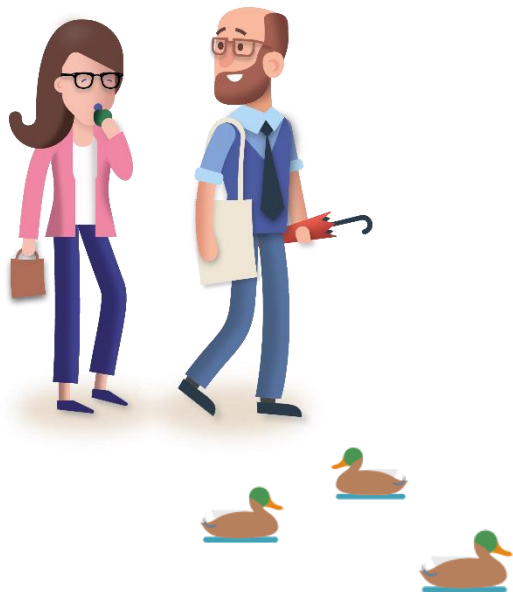
Carry out a minimum of 5 actions across 3 categories over 6 months

Step 4

Meet with Paths for All Development Officer and submit evidence of actions taken

Step 5

Receive Walk at Work Award
A review of activities will be carried out after three years



WALKING CULTURE

Provide evidence of the achievement, or progression towards, a similar award such as the Cycling Friendly Employer Award

Copy of award letter, certificate, correspondence or action plan

Encourage staff to take an active role in leading workplace walking activities, by creating a walking champion role in a staff wellbeing or healthy living committee

Name of walking champion and responsibilities

Encourage at least one member of staff to attend a "Walk at Work" training course

Date of course attended, feedback from attendee

Carry out a staff travel survey to identify how staff travel to and for work

Copy of survey and/or anonymised results

Provide information for staff and visitors on how to travel to and from your workplace, other organisational premises, and local greenspaces by walking and public transport

Link to information on website or copy of promotional materials

Update staff policy documents, such as developing a flexible working policy that allows regular activity breaks, and/or a travel policy that prioritises walking

Copy of staff policy

Create a calendar of communications to promote the health and environmental benefits of walking to staff, share ideas for keeping active and motivational messaging

Copies of promotional material shared

Self-defined action: Tell us about any extra walking initiatives that help facilitate a walking culture within your workplace



WALKING COMMUNITY

Organise a litter pick, or contact your local Countryside Ranger service to find out about local conservation volunteering opportunities

Photos, posters, newsletter content or participant feedback

Take part in the spring or autumn Step Count Challenge, or organise a bespoke challenge for your workplace

Date of participation, photos of activity, participant feedback

Volunteer with Sustrans to look after a section of the National Cycle Network

Photos, posters, newsletter content or participant feedback

Take part in a walking or active travel challenge, such as Sustrans' Scottish Workplace Journey Challenge

Date of participation, photos of activity, participant feedback

Establish a lunchtime walking group, or programme of lunchtime walks, and promote activities to both office and home workers

Photos, posters, newsletter content or participant feedback

Encourage staff to use digital tools to share walking routes, photos, and tips for being active in the office or at home, and use digital tools to share messages to promote walking

Photos and screenshots

Encourage staff to keep active during the working day by sharing online resources such as exercise classes, wellbeing activities and encouraging active meetings

Photos and feedback from home workers

Self-defined action: Tell us about any extra walking initiatives that facilitate a sense of walking community within your workplace



WALKING FACILITIES

Encourage staff to be more active during their working day, by providing access to standing desks for both office and home workers

Photos/ site visits

Display posters, pop-ups, wall art, stair climbing stickers or other graphics that promote walking

Photos/ site visits

Encourage staff to walk to work more, by providing an area in which to dry wet coats, shoes and umbrellas

Photos/ site visits

Provide umbrellas and pedometers for staff to borrow

Photos/ site visits

Allocate time for walking breaks during the working week for both office and home workers

Copy of staff policy/ promotional materials

Circulate links to online mapping tools such as Google Maps, PlotARoute or MapMyWalk for planning walking and active travel routes

Copy of information circulated

Create and share maps of walking routes around your workplace and to/ from public transport hubs

Copy of information circulated

Self-defined action: Tell us about any extra walking facilities that you have within your workplace



Frequently asked questions

Who is the Walk at Work Award for?

The Walk at Work Award is for any workplace, from the private, public or third sector, that wants to promote and encourage everyday walking. Whether your workplace has just a handful of employees, a big open plan office or lots of employees working at home, there's always actions you can take to help people to walk more.

How do I find out more?

Get in contact with us:

By email: WalkAtWork@pathsforall.org.uk

By phone: 01259 218888

How long does it take to achieve the Award?

Your workplace will be given a minimum of one month and a maximum of six months to achieve an Award. If, during this time, you become concerned that it will take longer than six months for your workplace to complete the Award, please get in touch with us at the earliest opportunity as we may be able to help.

Does it cost anything to take part?

No, the Walk at Work Award is free to take part in.

Are there different levels of award, such as bronze, silver and gold?

Not at present, although examples of best practise and innovative ideas will be shared in our quarterly e-newsletter.

We'll also check in with you from time to time to see how you're getting on, and three years after you've achieved the award we'll get in touch to review your workplace's progress.

My employer is spread across many different sites. Are all sites covered by one Walk at Work Award?

The Walk at Work award is specific to individual sites, which means that each site must complete the award separately. However, if there are a large number of remote workers in your organisation, please get in touch with us to discuss y

I'm interested, but I'm unsure if this is suitable for my workplace. What else can I do to encourage workplace walking?

The Step Count Challenge is a workplace walking challenge run by Paths for All. Participants sign up in teams of five, track their steps using smartphones, activity trackers and pedometers, and record their steps on the Step Count Challenge website. There are two national challenges running in spring (eight weeks) and autumn (four weeks), and we can also set up bespoke challenges for individual organisations. For more information, email WalkAtWork@pathsforall.org.uk.

Walk at Work training is a one-day training course designed to give participants the skills, knowledge, and confidence to organise and lead short works from their workplace. This course is useful for people who wish to set up a lunchtime walking club or similar. Contact us for more information.



Resources and support

One-to-one support

Paths for All will provide advice, support, and guidance throughout the process of achieving a Walk at Work Award. After you have registered your interest online, we will contact you to arrange an initial meeting to discuss the award and develop a suitable action plan tailored to the needs of your workplace.

Training, templates, and case studies

Paths for All can provide access to Walk at Work walk leader training courses, templates for staff travel surveys and walking champion role descriptions, infographics, and posters. A monthly newsletter will also feature case studies from other workplaces, and workplace walking news and events.

Award certificate

After your workplace has completed an action plan and submitted evidence, you will be presented with a printed Walk at Work Award certificate.

Resources from other organisations

There are many online resources available from our partner organisations which could help you to achieve the Walk at Work Award.

Way to Work website:
<https://www.waytoworkscot.org/>

Healthy Working Lives website:
<https://www.healthyworkinglives.scot/>

Cycling Scotland's Cycle Friendly Employer Award:
<https://www.cycling.scot/our-programmes/cycle-friendly/employer>

For planning walking routes

MapMyWalk: <https://www.mapmywalk.com/>

PlotARoute: <https://www.plotaroute.com>

WalkIt: <https://walkit.com/>

Ramblers' Medal routes: <http://www.ramblers.org.uk/go-walking/routes-and-places-to-walk/medal-routes.aspx>

Google Maps: <https://www.google.co.uk/maps>

Scotland's environment web map:
<https://map.environment.gov.scot/sewebmap/>

For volunteering opportunities

Sustrans' volunteering opportunities:
<https://www.sustrans.org.uk/volunteer>

Keep Scotland Beautiful's Clean Up Scotland campaign:
<https://www.keepsotlandbeautiful.org/local-environmental-quality/clean-up-scotland/>

Scottish Countryside Rangers Association's list of local Ranger services: <https://scra-online.co.uk/contact-us/>

Surfers Against Sewage list of local beach cleans:
<https://www.sas.org.uk/our-work/beach-cleans/>

About Paths for All

Paths for All is the charity that champions everyday walking in Scotland. Our aim is to significantly increase the number of people who choose to walk in Scotland whether that's leisure walking or active-choice walking to work, school or the shops. We want to create a happier, healthier Scotland, where physical activity improves quality of life and wellbeing for all. Find out more about us at www.pathsforall.org.uk



Paths for All Partnership is a recognised Scottish Charity No: SC025535 and a Company Limited by Guarantee No: 168554 incorporated 19 September 1996 at Companies House, Edinburgh. Registered Office: Kintail House, Forthside Way, Stirling, FK8 1QZ