

HEALTH AND WELLBEING RESEARCH PROJECT

Making people healthier and happier within their working environment.

PROJECT AIM:

- Supporting Turkish speaking employees who work for micro-businesses in order to reduce the amount of time away from work due to ill-health.
- Improve the physical and mental health of employees through providing services such as access to bi-lingual culturally sensitive information, deliver seminars regarding how the employees can improve their health and well-being
- Introduce schemes that can support and significantly impact employees at work i.e. cycling to work schemes, promotion of hydration at work, smoke cessation.
- Change the mentality with the introduction of this project empowering employees to better health; both physically and mentally.

MAIN ACTIVITIES OF THE PROJECT:

- Gather 52 Turkish Speaking micro-businesses in Hackney - the businesses will be revised four weeks later (part of monitoring) and in fourth quarter (evaluation).
- Hold a seminar (in the fourth quarter with roughly 120 attendees)
- Support beneficiaries attending the DAY-MER festival

HOW THIS PROJECT DIFFERS TO OTHER EXISTING PROJECTS:

- The aspect of 'work base health' has always been overlooked and there is no delivery segments which replicate this service

EVIDENCE OF NEED:

- Major findings indicate that within our community we have extremely high levels of
 - (i) *smoking*
 - (ii) *heart-related illnesses*
 - (iii) *lack of physical activity*
 - (iv) *high levels of deterred mental health*

These are being partially met by the existing services; as the services are based on individuals deciding to use services rather than the services outreaching in order to engage.

Additional Evidence:

1. Haringey Expert Communities Programme - Employees work excessive hours for minimum wage which limits time for physical and social activities and could potentially mean that they are consuming minimum or excess daily recommended calories.
2. Mental Health Needs Assessment of Turkish/Kurdish/Turkish Cypriot Men in Hackney - Conclusion of the report in relation to employment: immigration, cultural shock, language barrier; leading to absence from work or inability to work.
3. Child Poverty Needs Assessment: Turkish Speaking Community has the lowest attainment levels in comparison to other ethnicities and disproportionate entitlement to free school meals.

4. Suicides in the Turkish Community: Of Derman's 400 clients who have Mental Issues; 45.83% suffer from depression, and 24.24% had attempted suicide or have suicidal thoughts.
5. Westminster Debate 'Suicide Among Turkish, Kurdish, Cypriot in Europe' found that mental health issues included; stress of money, work, family and cultural expectation of men.
6. Census 2011 - Hackney has a large and well established Turkish community. Report showed that in Hackney, 10,606 residents are identified as Turkish; 2083 identified as Kurdish and a further 1,104 identified as Turkish-Cypriot totalling 5.6% of the population.

MONITORING PROJECT:

- Based on qualitative and quantitative evaluation methodologies.

WHO DOES THE PROJECT BENEFIT?

- Employees of micro-businesses living in the Hackney area - around 75% male ages 24-55 and a few potential 55+.
- Individuals working 45-50 hours per week.

EXPECTED IMPACTS OF PROJECT FOR PARTICIPANTS:

- Increased health of the workforce
- Sustainable workplace
- Reduced unhealthy behaviours at work
- Improved self-reported physical/mental health
- Improved resilience of employees within the organisations
- Individuals gaining a general awareness regarding health and wellbeing

KEY THEMES:

- Building Independence
- Confidence

OUR ROLE:

PEOPLE:

Visit 52 organisations within 10 months and identify key areas in Hackney - identify areas of high Turkish speaking individuals; 'micro-businesses' meaning a business with 2 to 10 employees; focus on Turkish speaking businesses i.e. off-licences, kebabs, dry cleaners, fish and chips, mechanics = Most of these employees will be men; we will approximately be in contact with around 250 individuals.

SURGERIES

Surgeries will be organised with the desired organisations - 3 hour surgery sessions will be held, with each organisation. Additionally will help and invite people who cannot access services directly; £20 per hour will be paid for hire facility if necessary.

- Stool in DEY-MAR festival.

- SEMINAR

Required to organise a hall/location of 100 people+ where we will have professionals i.e. Derman speaking about health and wellbeing in general and giving advice to participants.

- QUESTIONNAIRE

Design a questionnaire to ascertain health issues and to understand the general health of the employees. After this, on the second stage; evaluation must occur (simple i.e. 'Since we last met you have you benefited from the project?')

- INFORMATION LEAFLETS/OTHER

Raise awareness about services available regarding health within the Hackney area i.e. awareness of flu jabs, hydration, smoking etc. Include how to maintain a healthy diet. Additionally, can include information regarding extra financial help from Government Schemes if individuals are entitled.