

PHIND employer focus group 3

[Transcription begins 11:25]

SM: Really, what we're interested in is the context of you, as a line manager, and how you might be working with your employees or your staff body to support them to spend less time sitting while they're working at home. So the first question that we've got was just to get your thoughts on the information that we had provided on the infographic that we sent out, and I don't know, maybe, Divya, if we could just flick back to it and then that information is there just to help us with...we'll go back to the questions when we move onto the next one, but just some thoughts really about the information that we presented there about the risks of too much sitting and those statistics there that, you know, how the volume of sitting has changed across the day in comparison to when employees were in the office.

So feel free to put your hand up and I will keep a wee eye on hands as they come up and bring you in. Archie, I think that's your hand up first, if you want to come in?

Archie: Thanks. I think that the 89 per cent is probably an underestimate. I think that sadly my team just sits still for most of the day and the other two figures are probably a good range for what they used to do. They used to attend meetings across various bits of the campus, they used to go out to people and see them, wander round and have coffee and so on. So I think those figures are pretty accurate. But I do think 89 per cent is probably on the low side.

SM: Okay, that's interesting and can I just ask how you have come to that conclusion? Are you aware of what your team are doing across the day and you know that they're sitting?

Archie: So we don't talk about this and I'm not sure I'd feel comfortable asking them but just by virtue of the kind of work they do, so for example, I have two technical support officers and they often go out to people and go to their desks and go to other bits of the *[organisation name removed]* and talk to people and they necessarily move around, and working at home obviously they don't do any of that so there is going to be that disparity, just by the nature of their roles.

SM: Okay, that's great, thanks, Archie. And Esme, I'll bring you in next.

Esme: Yes, I agree that I think the working in home is probably...I think there's more sitting than 89 per cent. I think...I don't know if some people feel that if they're not glued to the front of their laptop or whatever device they're using, are they deemed to not be working? So I think people feel a pressure to be seen to be active, you know? So if you're looking on Teams, it looks like the keyboard's active so they know that there's somebody there.

Also I think it depends on what the home circumstances are. If you're working from home because it's a choice and you choose to work from home and you've got the set-up there, it's probably easier for you to get up and move about, but you know, if you're in a flat and you don't have a desk, you're sitting on a sofa, I think that's a bit more difficult to get up and move about and the team that I lead, we would be in a department of 60-odd people, we would be speaking to people, we would be walking up to the other end of the office, we would be going to the printer, we would be checking with colleagues across the corridor, but none of that activity happens now, it's all done by email or it's all done on a team call.

SM: That's great, thank you. And Elsie, I'll bring you in now.

Elsie: Hi, thanks. Yes, very similar to what everyone's said so far, I think working from home has changed worker's sitting behaviour. The length of time that we're sitting at our desks but also sitting on sofas, sitting in kitchens and dining room tables, so yes, the type of sitting is worse for your posture. And also we don't have the commute anymore so we don't have the walk from the bus stop to work, less getting up and moving around during the day so more meetings and more meetings are all online so we're just sitting at our desks all day. Apart from the people who have got dogs during lockdown, they seem to be doing more walking, and that's the case at my work, we do have quite a lot of people that have got dogs over the last two years, and they're doing more walking in the morning and at lunchtime than they did before.

SM: Yes, I think we've heard this a few times, the dog seems to be one of the key components to getting people out and about every day regardless of what's going on outside and what the weather is. I thought that was interesting what you were saying about it's not just the volume of sitting, it's the type of sitting that people are doing, which I suppose if you're on the sofa then you're in a much more relaxed position, you know? Even though you are working, so you're less inclined potentially to make the effort to move because you're quite comfortable where you are. I think sometimes when you're in the office, you don't have that, so you do make the effort to move because you kind of don't feel quite so comfortable. That's lovely, thanks.

So I think Alfie, you were next with your hand up.

Alfie: Yes, I think in my position we're slightly differently actually. I think there's a much smaller gap. So if I just tell you, I work a four-day week generally, it's a compressed week and prior to COVID and lockdown even happening, I had spoken to my manager to say could I work at home more because I've got quite a long commute and I've got young children? And what she said was that's okay as long as the team don't complain that they don't see you. And the reason we spoke about that was that the vast majority of my time in the office, and my team's, was spent answering emails and on teleconferences and all that's changed is that we now answer emails and we use Teams instead of teleconferences.

So I think there was a slight change in as much as there isn't the walking to a meeting room or perhaps getting up and just walking around to the next desk and having a face-to-face conversation. Some of that we make up walking to the kitchen to get a cup of tea and so on, so I think there's probably a slight reduction, but I think for my team specifically the reduction would be smaller than the survey and the infographic shows. There's not such a significant change in working practice.

SM: Okay, that's good, thank you. Thanks. Bonnie, can I bring you in now?

Bonnie: Thank you. Yes, I agree with the comments that have been said already that there's been an increase obviously in the amount of people who are sitting, I think, when they're working from home, but it's quite hard, I think, from my perspective to judge that compared to just the fact that the teams that I've been working with have had their workloads increased as well so part of it might just be the fact that they're working more as well, so therefore they're sitting down more perhaps in a day. Because when they're working more they don't take extra breaks, they still have maybe a lunch hour but they don't go off more regularly.

And yes, the comment about the quality of their posture and that has decreased massively because a lot of my team were working on sofas, certainly for the whole first year of the pandemic just because of the lack of being able to get them furniture and things like that. So yes, that was a big problem.

I think it's hard to judge with the workload increasing as well whether that's going to continue, but the nature of work has also changed, so we don't do events at the moment. A lot of our interviews that we're doing are all online, so where before we were walking around for quick tasks to get people's passports and whatnot, we're not doing that at all, it's all through Teams, so... There's definitely an increase.

SM: Okay, and so the mechanisms for how to do the work are particularly a contributing factor too?

Bonnie: Oh, definitely, yes, and it's hard to see when that might change back because as things have drawn out there's more of a look towards hybrid being part of the future anyway, so, like, for example, my staffing team do interviews online at the moment. That might be the norm going forward, we don't know.

SM: Yes, because I suppose there's a reduction in cost from doing it that way, potentially the reduction of travel costs.

Bonnie: Yes, it's easier for people.

SM: So I guess it's about getting this balance between healthy and what's efficient and good for business too. Okay, so that's really useful, actually,

that information, there's definitely something to think about. Okay, so I'll bring in Maya and then Ellie, you were next, and we'll then move onto the next question. So Maya, if you want to come in then, that would be lovely.

Maya: So I think for me I already worked three days a week at home before this all started and I think the thing that's changed most is the horror of Teams because when I went to work I was in meeting after meeting so I did move around a lot. When I was at home, I did the tasks, the writing of the speeches or whatever else I had to do, so I was probably at my desk quite a lot, whereas now I have Teams meetings throughout my time, as does my team because we all did different days at home.

And there is actually less movement because we're just one meeting to another and we're trying to do that ten minutes so you finish at five to the hour and you start the next one at ten past so that you can get up, but even just simple things like the coffee machine at the house is much closer than getting a cup of coffee when I was in the office. So it's all those small things that actually build up and I've noticed I'm about 6,000 steps down on what I was when I went into the office averaging out over the week. And it wasn't just about being in the office, it was about the fact that on your way home, you'd probably go to the supermarket and you might do that two or three times a week rather than maybe once.

So it's a total change in behaviour because, you know, underneath your formal top you've got joggers on and you're not running round in your joggers and it's just all those things that actually build up to a lot less movement. Even though I have three dogs, and none of them came through the pandemic so...

SM: Okay, so let me just ask you a wee bit about your thoughts on the health consequences then, because we haven't really touched on that, just round the discussion and there's a few things that you've said, so is there anything that you've seen in the health consequences and the risks of too much sitting, was that new information to you or...?

Maya: No, it wasn't new information to me. I suppose what is different is at work I had a standing desk so I could choose whether I was sitting or standing and I moved around a lot more and although [organisation name removed] have provided those to people who've asked because this is my office and my home, I don't want their furniture, so unlike some of the other people, really, really quickly [organisation name removed] stepped in and provided everybody with a suitable chair, anybody who wanted a desk could have one, monitors were provided... Everything you could imagine that you would get in an office were provided at home, with the exception of printers. And I suppose that's part of the issue as well, something simple like that, I would get up with a document and maybe go and walk around and read something if I'd been sitting for too long in the office. I can't do that without a printer, you know?

I'm not going to carry my laptop around, and even simple things like I used to get up and walk even at home because I'd print things off other purposes of doing that and I can't do that type of thing anymore. I am aware that my back is probably...I have more incidents of having a sore back and I certainly have seen the impacts on my team, there's several of them are larger than they were and there has definitely been a shift towards more Stressless comfy chairs and even though they've been provided things, so... Yes, I can see the difference and we're only starting to drift back into the office, so I'm hoping to see some of that for all of us.

SM: That's great, thanks very much. Okay, so Ellie, I'll just bring you in and then we'll pass back to Ailsa to go over the next question with you.

Ellie: I'll probably be very brief, and a lot of what I was going to say others have just covered in front of me and the thing I was going to say is we definitely are moving less. There is definitely a culture of sitting at your computer, you're either on a Teams meeting or you're doing your emails at that time and if you're not doing that, you're, in quotes, "not at work". And I think the walk amongst things, the toilets and the meetings, I used to walk between meetings and you'd schedule it and now people put them back to back to back in your diary and that's really challenging, and I think everyone's got that and actually ways of trying to overcome that and change that and encourage people to move about more and free them up to go for a walking meeting, walk while they're listening to a talk or something in that meeting, or even go for some thinking time, and they use that as a walk would be a good thing to try and enable people to do.

I'm just not sure how I encourage them to do it and I've definitely put on weight. I don't eat much during the day, I don't snack or anything, but I've definitely through less exercise during lockdown have put on weight, and I'm not the only one in my team that's done that.

SM: Okay, that's great, thanks. It's always that permission to do these things and giving people a list of things that you can do during your working day potentially, so hopefully we'll come up with some good solutions that we can move forward with through these focus groups. So that's wonderful, thanks for sharing that. So I'll just hand back to Ailsa now who is going to go through the next question with you, and, Divya, maybe if I could get you just... Wonderful, thank you.

AN: Thanks, Sarah. So interesting to listen in and there's some really rich information and our next question is about what's influencing the increase in our sitting, and it's also I think quite new that we've heard that for some people in your sector, actually the change has not been so radical, that for lots of you there has been quite a considerable change hearing from you. I think, Maya, it was you that mentioned the horror of Teams, that really resonated and reinforces a lot of what people are saying is the back to back meetings and Teams meetings that are being scheduled from dawn until dusk almost.

So lots of things already coming out but just switching the focus a wee bit to thinking about the teams that you work with and what is it that's influencing them and them sitting more when they're working at home? Some of it may be similar to what we've talked about but does anyone have any thoughts that they want to bring in around your teams and what's influencing their behaviour?

Maya?

Maya: We've actually just done quite a bit of work with a lot of our teams specifically looking about moving around and giving them permission. So the first part was that thing that I said about meetings finishing at five to and starting at five past, and where we can there's an encouragement to try and finish the meeting earlier. But we've been trying to take away that culture because it's definitely influenced people, this Teams and Skype before it telling the world whether you're sitting at your desk. So one of the things I have encouraged people to do is to take it off, just take off the notifications, switch off your notification because if you're going to be concerned that somebody is monitoring whether you're at your desk or not, it's really simple. You can make it look like you're not there at all as long as those of us who line manage are aware that somebody hasn't disappeared for the afternoon, and that's been really helpful for people.

But also giving them permission, you would go and get prints, you would go and get coffee, you would go and have chats in the corridor, so why can't you go do your washing? Why can't you pop outside with the dog for ten minutes? And one of the things that we have done is encourage people with...we've doubled the ten-minute tea break into 20 minutes so they can go for a mile, so it's not that it's, you know, get out on a walk. Does it all work? No. Does it help? Yes, but people are still...if the email comes in, I still find myself powerless to stop them opening it and dealing with it rather than taking that 20-minute walk or going and doing whatever will get them out of their seat.

AN: Thank you, that's so interesting and almost that people feel they need to be given the permission in order to walk away from their desk and from their computer. Thank you, Maya. Esme, you're next?

Esme: Hi, yes, I think the permission thing or maybe leading by example, even simple things like every day I schedule a lunch break and people can see it in my calendar, you know? So there's implicit, I don't know, instruction there that I am not going to be working for this time so if I am your team lead and I'm not working for this time, you can legitimately take your break and go away from your computer.

And again there were issues in my institute where people were scheduling meetings at like eight o'clock in the morning and it's just not on, and this was quite senior people, so there's instructions going around about meeting etiquette and things like that, which I think do help but as I put in a comment, we're nearly two years into this. I think people are just burst, frankly, and

trying to give them new information and the university is very good about showing you where you can get mental health support and it's all about take a break away from your computer, but then the issue is as workloads have gone through the roof, so the one thing that you don't actually have as a luxury is additional time to not be at your computer doing stuff. So that's a real paradox to try and get through or encourage people to do take breaks.

What I find is that I have quite a few meetings and a couple of days are really quite heavy back to back, and even if you do have a break what I find is I'm quickly dealing with simple emails in that breaktime. I can just get this done now and then that's another thing finished, and then before you know it, you've got two minutes before your next meeting is starting.

AN: Thank you. It's almost like we went into emergency mode when COVID hit and have not quite reverted back. There seems to be lots of work demands and we're hearing that coming through time and time again. Thank you. Elsie, can I bring you in?

Elsie: Yes, hi. Yes, I totally agree with that, the feeling of the pandemic and the added pressures that that's created, I think that's one of the factors that's influenced the number of meetings that we have at my work, anyway, and yes, I was just going to say that I think the main influence for our organisation on the amount of time we're spending sitting is Teams meetings and Zoom meetings. I've noticed that as we're transitioning back into more working from the office, that's quite a difficult transition and it hasn't changed yet. We're going back to the office to repeat or replicate the working that we're doing from home, so we're in the office in back to back Zoom meetings or Teams meetings, so we're still sitting at our desk for longer, we've got less spaces in between our meetings to get up and do anything. So that's something that has to change, that's something we have to look at in my workplace to change that.

So I think one of the answers is more in-person meetings, more time together in the office, actually in face to face meetings, but that's quite a difficult transition from home to the office where you're still in back to back meetings.

AN: Thanks, Elsie, and I think that's the challenge with the hybrid where some colleagues may be at home and some are in the office and it's challenging that. Thank you. Bonnie, I think you're next?

Bonnie: Thanks, to answer the question...I'm not sure why the team sit down more when they're at home compared to how they used to when they were in the office. I think part of it is because they feel like they have to be on-call and to do that you have to be at your computer. I know some people that have answered Teams calls on phones and it's always a little bit more difficult and I think it doesn't come across as professionally so people don't tend to do that in my experience.

It might also be that because you're at home in an isolated environment, you're almost more task-orientated, so before you were in an open-plan office, potentially with people asking questions or things happening in the background which would distract you and then you would move away from the task you're doing. It's not really happening so I think that might be some answers to why, but it's really difficult to know why people are sitting and just ploughing through stuff.

AN: Thanks, Bonnie. And a couple of times the type of work that we're doing is coming up as impacting. Alfie and then we'll move onto the next question.

Alfie: Yes, I think similar to others, I think what influences, and this is us actually and the cultural change over the years, a sort of shift to now move to working much harder and longer hours...so again probably slightly different with us, I didn't really see it change in COVID because of the type of work that we do. So prior to this, we did have challenges around coming to work in the morning and you've got 20 emails and some of them were sent at ten o'clock at night the night before, and it's a self-fulfilling prophecy, really, that if people keep doing that, then the hours and the working day gets extended. I would say my organisation has been really, really supportive, so I was interested to hear your opening comments about people feel pressured and I'm not sure they feel pressured by their managers or whether they feel pressured themselves because of this sort of culture that they've built up that might have been exacerbated by the pandemic but probably existed before.

So I've been working quite a while and I can remember when I first started work we used to always close the office down on Friday afternoon and all go and play five-a-side football and then have a beer, and that culture's completely gone now. It really is...I think it's been exacerbated by the pandemic but not necessarily a consequence of it, I think it was there before.

AN: Thanks, Alfie, so interesting and I think it is a cultural thing and every workplace is going to be different and different sectors are different. I'm going to shift us on back to Sarah and we'll think a wee bit more about how we can support teams to overcome some of these challenges.

SM: Thanks, Ailsa. So I think some of this has already been touched on already and there have been some suggestions and ideas that have started to come through in the discussion but I suppose just a final question is, you know, is there anything that you can think of that would support your team to break up these long periods that they're spending in sitting while they're working from home? And this could be something that you've tried and maybe hasn't worked but could be adapted, something that you've tried and has been successful or just an idea that is an option that we could try with these populations. So just any ideas or suggestions for how we can break up these long periods of sitting.

Hi, Alfie.

Alfie: Yes, I was just going to extend on, I think one of the other ladies said that within our organisation actually it's the whole department has an hour between 12 and one that's blocked out in the calendars, that's done centrally, but given the comment I made earlier about that I don't think people, including myself, stick to that, so I think that's a good idea that we can do but we need to try and be more disciplined about sticking to that level of support that's provided.

SM: I think the autonomy over choosing which hour you block out might help people, you know, because sometimes you're just in the flow of something and you can't take that time and you feel like you've lost it, I guess, so some autonomy over... I don't say I'd block it off but...it sort of disperses into something else, but yes, I think if there's more of a cultural shift is your suggestion, that would be really the way to go and to try and change the mindset and how people approach these things on a daily basis. So that's great, thank you. Elsie, I think your hand was up next?

Elsie: Yes, we've tried a few small things just to try and make a wee bit of a difference, so we encourage more telephone meetings, so rather than speak to your colleague on Zoom then just give them a call on the phone instead and you can move about while you do that. We also take part in lock-in challenges, which there's the one we do is twice a year and it's with Paths for All, so that really just gets people thinking about moving, gets people feeling competitive about how much movement they're doing during the day, so that helps.

We also have a once a month initiative where we, well, we call them Wellness Wednesdays so that's a day where we're all supposed to think about our wellbeing in general and do something good for ourselves, so some self-care. So we extend everyone's lunch breaks by an hour, or you can take it at the end of the day. It's just really to remind people that their wellbeing is important and to look after themselves.

We do a few other things in a similar vein, but nothing really very focused on getting people to actually get up from their desks and move about. Yes, so that's something we need to think about.

SM: That's great, thank you, and a lot of those initiatives that you're talking about, they can be adapted to be more bitesize, I suppose, or something that people could think about on a more daily basis, actually, and I think it's that whole message about balance too. Your health is equally important to working every day. The healthier you are the more productive and engaged you'll be anyway, so I suppose...so there's potential in bitesizing those kind of initiatives, I think, so that's great, thank you. Anna, I'll just bring you in now.

Anna: Yes, what we've tried to do is make sure that we don't set any meetings over our lunch breaks, it's a break and you can get out and have a walk or whatever. But what I wanted to raise as well is I did an Erasmus week in a

university in Stockholm and I thought it was great, during a really long meeting, they just said at one point, right, everyone just stop now and everyone get up and stretch, and we had just five minutes where everyone walked around the room and stretched and nobody thought that was odd at all. They were just like, yes, this is what we need to do. It's just that shift in culture that I think we need to bring into our meetings because I have been stuck in a three-hour team meeting and it is just back-breaking and you want to go to the loo and stuff like that but you feel that you just can't, so I think we do need to shift the culture.

SM: Yes, so normalising movement and making it just a normal part of... Yes, I guess as a nation we do sit very still and even though the notion of excusing yourself for the bathroom can be a big deal too, so normalising movement and taking a bit of a different approach. That's wonderful, thank you. Ellie, I'll bring you in?

Ellie: Yes, I was going to say and it's not a day to day one, but we've started an ad hoc walking, so if somebody says I'm going to meet at the meadows at 12 o'clock on Wednesday if anyone wants to join me, I'm going to do half an hour, and those that happen to be around the meadows at that time can join them, and there's a longer one arranged, an official longer one on a Friday in a couple of weeks where they're going up an alley way and he said there's a car park here and it will be about an hour and a half so it's obviously a bit longer. But just to encourage people to do a bit more. Now I appreciate that's not every day and just second I like the stretch idea, I definitely need to do that, so I'm maybe going to try and put something in my diary, maybe encourage people to put something in their diary.

The challenge I've got is even having a coffee with my colleagues is a Zoom meeting or a Teams, and I'm sitting here doing it again, so we're not moving at that either, so it's trying to think how we change that culture as well.

SM: Yes, and I think all those bigger things, it's about having the big things and having a range of smaller things too so that people have options for movement, and I think just your coffee Zoom meeting has just reminded me a girl nearby has got a coffee cart which she does almost like an ice-cream van now so that's been something that's really nice here, because you actually go out to get a coffee when she comes, which is something I think that we really missed over recent months and years.

Okay, so I think we have Bonnie and then I'll bring Archie in and I'm conscious of time so we'll move on after that, so Bonnie, if you want to come in first?

Bonnie: Yes, very quick, so one of the things we've got in my current school is we've got a no meeting Fridays which is very welcome and something we did pre-pandemic, not my current team but my previous team was we had...because students had a lot of pet therapy days and a lot of the team had pets, we used to have basically dog days where we'd all bring in our dogs and end up doing...we were up a lot more obviously because the dogs

are quite interactive in the office and we just had them there the entire day and we'd go out for group walks and things with the dogs which was really nice. I'm hoping to bring something like that into my new team when things ease up a bit more in the office, but that was really enjoyable before and it was quite good in terms of just the social thing to do, so more than just getting up, actually interacting a bit more.

SM: That's an interesting concept. Thanks, yes, we see that a lot in hospital wards, they've got the pets that come in and that is already really effective for getting people out of beds. That's great, thank you. And Archie, I'll just bring you in before we move on to the next slide.

Archie: So we have no meeting Fridays as well which is amazing. I would fill the building with guinea pigs if I could but what I was going to say is these broad measures, school-wide, organisation-wide, college-wide, you'll upset someone and that's just the nature of it. It's very difficult to think of a measure and then not think of someone who will be upset by it or who can't participate. There's still an enormous amount of anxiety in certain places around COVID or people who are particularly vulnerable or care for people who are vulnerable who can't participate and you can exclude them with these things.

I know this isn't very helpful but I don't have any answers and I'm so reluctant to do anything that will be perceived as yet another interfering half-arsed management initiative, hand-wavey thing that we're doing because we can't think of anything else to do.

SM: Okay, so that's great, all feedback is useful and is definitely something for us...that gives us something to think about. So I guess the message needs to be robust and evidence based and really solid and I do hear what you're saying because there are... You know, it's almost like that board with all the notices on it, which one do you look at? And do you actually look at any of them because there's just so many things to look at, so I suppose it's about making sure that it's acceptable and can be integrated into people's lives too. I'm not sure if that's a good response to what you're saying but yes, thank you for pointing that out. That's much appreciated.

Okay, so thank you all for that really open and honest and useful dialogue, there's definitely a lot for us to go away and think about now and certainly lots for us to consider when we're developing these intervention strategies that we're thinking about.

So just the final point of discussion that we wanted to have with you today is just around these suggestions, so we have identified these as being effective in office-based settings, and we're considering their transferability to the home office and what we'd like to ask of you is, you know, within your organisation do you think these types of strategies would work at home with your teams? We've already covered a little bit of them today, I think, just in various parts and guises. So we've come up with the education about sedentary behaviour along with the health consequences. We've also come

up with individual feedback so that might be through a coach or some sort of measure that measures your footsteps, we've talked about that, and provides you feedback on how much time you're spending sitting. And then also the prompts, so we've kind of said things about putting things in your diary or a little message that might come up to remind you to stretch at some point in time.

So just to get your feedback on if you think could these be integrated within your teams, how would they work? And I don't know if anybody wants to kick off? Esme, great, come on in?

Esme: I think some people would see it as interference and why are you picking on me?

SM: For all of these, or...?

Esme: Well, individual feedback on sedentary behaviour and like education about sedentary behaviour, everybody knows that you should take exercise and you should eat so many portions of vegetables a day, how much more instruction or advice can we deal with? I know in the university there's so much is coming out, sometimes you can get three or four emails from very senior people on the same day trying to push the same thing. I know it's probably coming from a place of good intentions but I think now people are just, just let me get on with my work.

SM: Okay, so potentially counterproductive then, these types of strategies? Okay, that's good, thank you, and Alfie, I think you had your hand up next, if you want to come in?

Alfie: Yes, just to say, and I'm sure as many others do, we have a wellbeing group of individuals and I think the education would be really helpful. I take the point that we all know roughly what we should do but it's interesting to see the statistics, everyone likes numbers and some data, don't they? So I think actually trying to quantify that with some sort of prompts about regular sitting and doing that, if it was done in the right way and the right sort of approach, I think that would be helpful.

SM: Okay, that's good, thanks, so linking to that kind of information that we had earlier that we've sent out in the infographic would be useful. Okay, wonderful, thank you. Maya, I'll just bring you in.

Maya: I think they could be helpful. I think we would need to be very, very careful about messaging particularly if...so things like we try and set a specific hour for lunch whereby we don't amongst teams and amongst people we don't move into that space, but actually a lot of the meetings that happen over those periods will happen from external stakeholders. So a lot of these things are good in principle but don't necessarily work when you are trying to balance different organisations' needs. I just can't begin to imagine the press headlines if we kept saying no to people because we're on lunch at that time. I agree that messaging can be helpful because it can remind

people but at the point that we're overdoing it and we can't balance it with the needs of the business and then it can sometimes be counterproductive. So I can see both arguments there and we'd need to be very, very careful about how we approached it.

SM: Okay, that's great, thanks. So it's not just about an organisational level strategy, it needs to be wider almost, every organisation needs to be engaged in a similar strategy for it to be understood, I guess, across different... Okay, so that's a big job. Okay, thank you. So I think Anna, you were next?

Anna: I see it as a positive, to be honest. I mean we all know that we have to do our workstation set-up and go through all the prompts for all that kind of thing so I don't see why actually looking at your sedentary behaviour couldn't be included in the health and safety and things like that. I agree that if it's, you know, just top-down approach saying you should do this, you should do that, that's probably not going to be working but I think people do need to be educated because some people don't really think about how much they move at all. They know it's not great but I don't think they've really thought about, you know, the effect on their cardiovascular health and things like that can have.

So I would be up for more education about it.

SM: Okay, great, thanks and I guess if it's done in the right way. And you know, people can engage with it or they can not engage with it, I suppose.

Anna: I think that's the thing, yes, it's got to be voluntary, I think, just to start with, anyway, it's got to be a little prompting, I think.

SM: The nudge. Okay, that's wonderful, thank you. And Elsie, I'll bring you in, sorry, I think you did have your hand up for a while there and I just didn't notice so apologies but please do come in now.

Elsie: Okay, thank you. Yes, I like the idea of the individual feedback. I think it could work for us. I think everybody does know and understand what they need to do and what they should be doing and what they should be doing less of and more of, but I think that individual feedback from a coach or something similar could really work for some people, because then it's about you, it's not about what works for everyone else. It is about you and you can find a way to have more movement in your life, in your day, rather than just a general advice. I think the prompts is a good idea but I could see how that could easily be ignored, so finding a way to get people to really engage with that, with the prompts and pay attention to the prompts would be good. I think the example of taking time out of meetings to have a stretch is a good idea, so finding a way to replicate that at home when you're not actually in the office.

And education, I think that's good as well but I do get feedback from our staff more recently that they are tired of going on webinars now, they're

tired of us organising workshops and sessions about their wellbeing. It's just another thing that you have to go along to and commit to. Yes, so finding other ways to share information without actually having to join a workshop I think would be good.

SM: Yes, thank you. We've talked about that previously, the volume of information that people have been provided with and the time that it's taking, so it's more about maybe a snapshot piece of information or something that is smaller and easier to digest and doesn't require a whole training session to facilitate, so that's great, thanks. Bonnie, I'll bring you in and then I'm very conscious of time so we'll close up after Bonnie if that's all right.

Bonnie: Yes, just my comment is I feel like it should be treated very similar to how mental health is treated in universities or in my experience in universities which is the more successful sessions aren't just you have a session on resilience. Instead you'd maybe have a session on publishing and within that you would deal with...you'd have like a topic talking about dealing with rejection. So with the standing up more and being more active, maybe having more social events and things like that that people might be more interested in going to but make them have a standing up element in than just prompts and things like that. I kind of agree with Archie's comment on the chat that I don't see that as being appreciated by most staff.

That was just my comment, so...

SM: That's wonderful, thank you. So I want to make sure that you have at least a minute or two break before your next meeting or whatever else you've got to go to this afternoon. So just to say thank you so much for your time today, for being so open. The discussion has been great and also I've seen those comments coming through on the chat too so I'll have a wee look at those after what we've signed off, but we really appreciate your input, you know? We've got loads to think about and definitely lots to just consider but there's so much really useful information that will help us move towards developing this strategy that we're hoping to develop over the next couple of months.

Divya, could I just ask you to move onto the next slide, please? Thank you. So just in terms of next steps following today's discussion, so we have a point there saying we've got more focus groups, we actually don't have any focus groups remaining, you are our last group, so we've had six, three with a similar group to yourself, line managers and people who employ staff, and then we've also had three with the non-line managers and it's been a really great six weeks actually, the focus groups have been brilliant and we really appreciate all the input. We reached our recruitment target so that was really great, great interest in this and I'm sure all of the discussions hopefully have got you thinking about strategies for your own organisations.

So our next plan is then to have some workshops. We're going to review our findings from the focus groups over the next few weeks and we have provisionally planned for late spring, I can't remember the dates off the top

of my head but we will be in touch about those and hopefully you are available to join us again where we'll present the findings from the six focus groups. So we will keep in touch with you with updates about the project unless of course you ask us not to. So if you prefer not to hear any more about the project then please just get in touch with me and let me know and I'll make sure that we don't get in touch with you again. So next slide, please, Divya?

Ailsa, are you there? Because...

AN: I am here, yes.

SM: Sorry, I thought you'd gone so I was just bringing you back in to close off, sorry.

AN: Just to echo Sarah's thanks, thank you everybody, really appreciate your time and your contributions to today, so hopefully you all get a chance to have a stand up, stretch, move around a bit before the next meeting. But thank you again, and we'll hopefully see you soon.

Participant: Thanks very much.

AN: Bye.

SM: Bye now.

End of transcript