

Embedding Think Diabetes in the Workplace: A cultural shift for employers and employees

Type 2 diabetes affects millions of us across the UK and costs employers significant sums of money due to sickness absence.

But there are clinically proven, simple face-to-face and online courses using digital technology to manage it.

Britons spend around a third of their lives at work. The workplace is therefore an ideal opportunity to address this growing chronic health condition.

The NHS's Health Innovation Network coordinated a pilot programme with Transport for London (TfL) and the London Ambulance Service (LAS) to support their employees living with Type 2 diabetes by giving them access to clinically proven Structured Education (SE) to improve their knowledge, skills and confidence, and enable them to take increasing control of their condition. This leaflet is a summary of the report **Embedding "Think Diabetes in the Workplace" - an evaluation.**

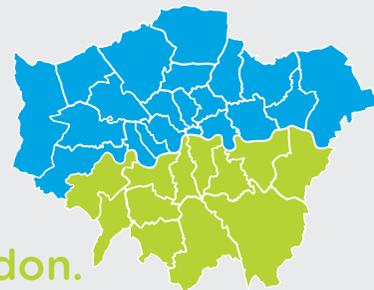


In London

over 671,000

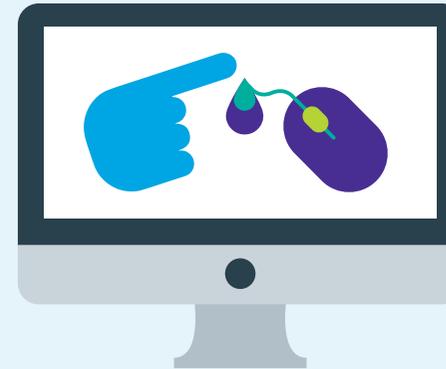
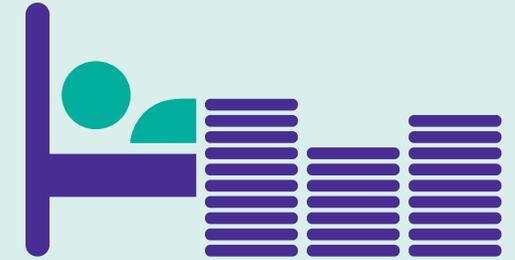
people over the age of 16 have either Type 1 or Type 2 diabetes, with

234,000 living in South London.



£250k

is lost to ill-health each year in London (based on an average London organisation of 250 employees).



The offers

Remote/online

There was a choice to attend a course delivered remotely either by [Second Nature](#) or [Oviva](#). They offer 9-12 week long courses for people with Type 2 diabetes.

Face-to-Face

Another option was to attend a 1-day face-to-face group education session in their workplace called [DESMOND](#).



Funding from NHS England's Diabetes Treatment and Care Transformation Programme was provided for 80 spaces across the two online providers: 40 each for TfL and LAS and for up to two in-house group sessions per organisation.

What did the project find?

Employees with diabetes find it acceptable to be offered and to attend SE courses at work, or via the workplace. Staff members who responded to the survey stated that the programme they undertook had met their diabetes education needs. There was high praise for both the face-to-face session and the remote learning platforms.



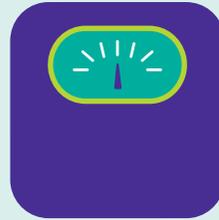
Almost nine in 10 staff said they think people with diabetes would be more likely to attend a programme if their employer organised it and gave time off for it if needed.

Twenty five staff members completed the Oviva programme.



Average weight loss after 8 weeks was

2.3kg

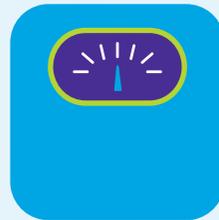


For the 37 staff members who completed the Second Nature programme:

SECOND NATURE

Average weight loss after 3 months was

5.7kg



* Full survey details are in [Embedding “Think Diabetes in the Workplace” – an evaluation](#)

* Support your staff with diabetes by reading our tips in the [Think Diabetes Toolkit](#).



One session was delivered by trainers from Kingston Hospital to eight TfL staff at TfL’s office in central London.



“It’s a powerful message to send to the employee: we’re not just interested in your productivity, but also in your health and how to look after yourself.”



“I feel much more in control like I am making informed choices. I feel like it doesn’t always have to be a sacrifice.”



About us

The Health Innovation Network is the Academic Health Science Network (AHSN) for south London, one of 15 AHSNs across England.