

# Cross Party Group for Sport - Exemplar Physical Activity Employer Award

Minutes from 4th October 2016 17.30-19.30

Committee Room 4, Scottish Parliament

PRESENT	
Claire Adamson	MSP
Kim Atkinson	SSA
Jeremy Balfour	MSP
Victoria Barby	Scottish Archery
Dave Caesar	Chief Medical Officer's Office -Scotland
Neil Champion	Scottish Football Association
Sharon Clough	University of Edinburgh
Kirsty Cumming	Sporta Scotland
Heather Duff	SAMH
David Ferguson	Sporta Scotland
Ian Findlay	Paths for All
Stew Fowlie	Scottish Student Sport
Alastair Gordon	Scottish Sports Association
John Howie	NHS Scotland
Flora Jackson	SSA/NHS Health Scotland
Prof. Grant Jarvie	University of Edinburgh
Alison Johnstone	MSP
Rick Kenny	SALSC
Lewis Macdonald	MSP
Jim McIntosh	Scottish Target Shooting
Louise McIntyre	SSA
Mark Munro	Scottish Athletics
Charlie Raeburn	
Brian Robinson	ABRS Scotland
Liz Smith	MSP
Brian Topping	MSP
Brian Whittle	MSP
Richard Yule	Table Tennis Scotland

APOLOGIES	
Name	Organisation
David Arnott	SALSC
Douglas Bryce	Judo Scotland
Malcolm Cannon	Cricket Scotland
Alex Cole-Hamilton	MSP
Margaret Ann Fleming	Scottish Volleyball Assoc.
Cllr Jeanette Gaul	Angus Council
Rick Kenny	SALSC
David Laing	
Liza Linton	Royal Yachting Association
Edith MacIntosh	Care Inspectorate
Maureen McGonigle	Scottish Women in Sport
Cllr Ron McKail	Aberdeenshire Council
Alan McMillan	Bowls Scotland
Nanette Mutrie	University of Edinburgh
Chris Sellar	Oriam
Ronnie Sloan	SportsAid Scotland
Margaret Starkie	Volunteer Scotland

## **Introduction to Cross Party Group on Sport**

Alison Johnstone MSP welcomed all attendees and speakers to this first CPG on Sport of the new Parliamentary Session.

Alison noted we had received apologies for the evening and for attendees in the room to mark their attendance on the register being passed round.

## **Minutes**

As this was the first meeting of this re-convened group there were no minutes to approve.

## **Matters Arising**

### **Queen's Honours**

Alison Johnstone MSP offered her congratulations to those who were recognised in the Queen's Birthday Honours List for their contribution to sport: <http://www.thessa.org.uk/details/74/39/Services-to-sport-and-recreation-recognised-in-Queens-s-Birthday-Honours-List>

### Group Name

There was a short discussion over the name of the Group. Liz Smith MSP proposed that it remain the same but the description updated to include 'activity'. There were no objections. The following Group purpose was approved:

1. To support the development of sport, sporting and being active opportunities towards a more active Scotland
2. To ensure that sport/being active, and the benefits of sport and being active, have a high profile in the Scottish Parliament
3. To influence Scottish Government policy
4. To liaise with sportscotland, Scottish Governing Bodies of sport and other relevant national and active recreation organisations in Scotland so that such organisations will be able to keep MSPs informed on matters affecting Scottish sport and a more active Scotland.

### Group Appointments

- Alison Johnstone MSP and Liz Smith MSP were approved as Co-Conveners
- Clare Adamson MSP, James Kelly MSP and Tavish Scott MSP were approved as Deputy Conveners
- Brian Whittle MSP was approved as Group Officer
- The partnership between the Scottish Sports Association and the offices of the Co-Conveners was approved as joint Group Secretariat.

### Presentations & Discussion

#### ***Dr Dave Caesar, National Clinical Advisor, Chief Medical Officer's Office***

Dr Caesar's presentation discussed how we live in a drug reliant society which needs to take steps to forming better habits. The number of health issues that are affecting Scotland could be drastically reduced by becoming a more active nation.

The problem lies in how to break into society and actually encourage people to be better at forming positive habits. Our healthcare system is trying fix the problem at the wrong end of the pathway, sport is a great leveller, with there being many health and wellbeing gains to be made by encouraging it.

The two biggest threats to health are; a) diet and physical activity; and b) community resistance.

#### ***John Howie, Organisational Lead, Physical Activity & Place, NHS Health Scotland***

*With Ian Findlay, Chief Officer, Paths for All & Stew Fowlie, Chief Operating Officer, Scottish Student Sport*

#### ***Presentation on "Exemplar Physical Activity - Employer Pilot Programme"***

John's presentation looked at the Active Scotland Outcomes Framework and the five delivery themes to create a more active Scotland, with a focus on 'Workplace Setting':

- Environment - Urban & Rural Design, Transport & Planning
- NHS & Social Care Setting
- Education Setting

- Sport & Active Recreation
- ***Workplace Setting - Employers make it easier for people to be more physically active as part of everyday working lives.***

Physical activity in the workplace leads to a raft of benefits including, improvements in health, productivity, less stress and staff turnover, better employer/employee relationships to name a few.

The Scottish Government aims to be an exemplary employer by encouraging staff to be more physically active as well as encouraging private and voluntary organisations to be the same by introducing the Exemplar Physical Activity Programme.

The programme was piloted with several organisations using a number of essential and additional criteria that they had to follow based on type and size of employer. The pilot was to measure the feasibility of a roll out, not to measure impact, looking at the processes and potential barriers and implications of becoming an exemplary physical activity employer.

The preliminary findings found that the pilot had raised awareness of physical activity, improved team moral, saw an increase in walking meetings, improved creativity to name a few. There were some barriers which varied from organisation to organisation but included staff-buy in, a need for criteria refinement, concern it was awareness raising rather than action. Ian Findlay and Stew Fowlie represented two organisations taking part in the study and noted on the whole a positive impact; they saw an improvement in meetings, encouraged more opportunities to do group activities, helped build better relationships and overall created a more positive working culture.

The next steps are do a full write up and evaluation with the aim of full implementation from 2017/18 onwards. For more information on this project please contact John Howie: [john.howie@nhs.net](mailto:john.howie@nhs.net)

### **Key Discussion Points**

- In relation to the first presentation there was discussion over how physical activity needs to be embedded from an early stage and the need to make it. We need to make school the target place in order to get children interested when they are young. By encouraging sport and physical activity at an early age, when there is more brain plasticity, then it will become habitual, and being physically active will be normal to them.
- Sport, and access to it, needs to be easier. Children have to want to do it, we should look at making it part of their routine so they get regular access to sport. The money spent in healthcare is huge in comparison to what needs to be spent at early intervention.
- With regard to the second presentation there was discussion over there being buy in from certain organisations. Comments made over how businesses need to be told directly about the benefits of having physically active employees. Public organisations don't have the same flexibility as private sector so may be harder to make changes in those ones. If this programme works effectively it'll set a good example for other businesses to see the positive impact it could have on the bottom line.
- Looking back historically there was a big sporting culture in the workplace post war when companies paid for teams to take part in events, when this funding went there was a reduction in physically activity. Questions raised over the possibility for tax breaks for those employers that encourage a healthier lifestyle.
- There needs to be a behaviour change on a daily basis and this can be done if there is buy in from all. Time is a major issue and if employers can help create that time and encourage physical activity everyone, people and businesses, are going to be better off.
- In summary what are the key opportunities for change:

- Get organisations signed up to the essential criteria of being an exemplar workplace
- Use the language of 'wellbeing' more
- Make it start at home; parents need to encourage activity at an early age
- Make sure the workplace has a positive influence on employees

### **AOCB**

- Date of next meeting was TBC – later agreed on as 14<sup>th</sup> March 2017.
- Alison Johnstone MSP thanked everyone for their input and brought the meeting to a close.

*The Cross Party Group on Sport is co-convened by Alison Johnstone MSP & Liz Smith MSP.  
It is jointly administered by the offices of these MSPs and the Scottish Sports Association.*