

SUPPLEMENTARY TABLE 1

Supplementary Table 1: Survey findings (N=996)

	N	%
Do you work for a charity, a public or a private (industry) organisation?		
Charity /voluntary organisation, or Community Interest Group	60	(6.0)
Public organisations	330	(33.1)
Private	524	(52.6)
Self-employed/sole trader	82	(8.2)
Are you employed by the NHS?		
Yes	54	(5.4)
Yes- Primary care / GP practice / PCN	14	(1.4)
No	927	(93.2)
What is your field of work?		
Architecture & Engineering	40	(4.0)
Arts, Culture & Entertainment	42	(4.2)
Business, Management & Administration	151	(15.2)
Community & Social Services	30	(3.0)
Hospitality industry	40	(4.0)
Education/ School/ University	141	(14.2)
Science & Technology	103	(10.3)
Installation, Repair & Maintenance	12	(1.2)
Farming, Fishing & Forestry	7	(0.7)
Government	73	(7.3)
Health & Medicine	114	(11.4)
Law & Public Policy	23	(2.3)
Insurance / Actuarial	15	(1.5)
Sales	62	(6.2)
Please specify	180	(18.1)
Approximately how many people does your organisation employ (size of workforce)?		
Between 2-50 employees	257	(25.8)
Between 51-100 employees	70	(7.0)
Between 101-500 employees	189	(19.0)
501 or more employees	480	(48.2)
Are you responsible for managing a team in your organisation?		
Yes	420	(42.3)
No	574	(57.7)
Do you feel that your employing organisation/employer is helping you to lead a healthier lifestyle?		
Yes	506	(51.0)
No	487	(49.0)
Which of the following areas are you aware your organisation has a policy or guidance on?		
Mental Health (Stress, anxiety, depression etc..)	642	(71.8)
Physical Health	301	(33.7)
Healthy eating	147	(16.4)
Smoking, alcohol & substance abuse	227	(25.4)
Health & safety	775	(86.7)
Musculoskeletal disorders	108	(12.1)
Equality, diversity & Inclusion	696	(77.9)
Which of the following mental health benefits does your organisation offer?		
Policies & procedures to support mental health	388	(52.9)
Physical & mental health risk assessments	258	(35.1)
Identifying concerns regarding employee health & wellbeing	334	(45.5)
Bullying/ Harassment management	341	(46.5)
Resilience & Stress management	229	(31.2)
Meditation or mindfulness	243	(33.1)
Mental Health First aiders	322	(43.9)
Post-trauma / Bereavement	135	(18.4)

Cognitive behavioural therapy training	56	(7.6)
*Which of the following physical health benefits does your organisation offer?		
Encouraging regular exercise e.g., walking to work	303	(44.9)
Physiotherapy	69	(10.2)
Private health insurance	230	(34.1)
Musculoskeletal support	63	(9.3)
Providing ergonomic furniture	230	(34.1)
Gym/swimming pool/ sports centre on site	142	(21.0)
Sports teams or events (e.g., Zumba or yoga lessons)	100	(14.8)
Cycle/ Walk to Work scheme	412	(61.0)
Offer health screening & other health services	157	(23.3)
Which of the following healthy eating benefits does your organisation offer?		
Encouraging healthy eating	213	(56.5)
Healthy food options in canteen & vending machines	225	(59.7)
Information on nutritional content of food	123	(32.6)
Which of the following risk avoidance benefits does your organisation offer?		
Discouraging unhealthy behaviours such as smoking	180	(30.8)
Designated smoke-free areas (no smoking on the grounds of the workplace)	398	(68.2)
Code of conduct for drinking before & during work (no-drinking culture)	329	(56.3)
Alcohol/ Substance misuse support	145	(24.8)
Which of the following general benefits does your organisation offer?		
Workplace health messaging including posters/ emails (e.g. hand washing)	406	(41.0)
Subsidised gym membership fees	232	(23.4)
Childcare vouchers	187	(18.9)
Regular email with tips about health lifestyle	178	(18.0)
Culture which enables healthy behaviours in the workplace (e.g., through job design)	205	(20.7)
Offering sick leave & personal days	706	(71.2)
Encouraging personal hygiene	222	(22.4)
Promoting the use of personal protective equipment	316	(31.9)
Offer training (safety, mental health, MSK, first aid)	412	(41.6)
Other activities (please state if so):	48	(4.8)
HOW STRONGLY DO YOU AGREE WITH THE FOLLOWING STATEMENTS?		
I can see the potential value of workplace health promotion & wellbeing interventions		
Agree	41	(4.1)
Neither agree nor disagree	60	(6.0)
Disagree	895	(89.9)
Participating in workplace health & wellbeing interventions is a legitimate part of my role		
Agree	189	(19.0)
Neither agree nor disagree	271	(27.2)
Disagree	536	(53.8)
My employer/team are key enablers of workplace health & wellbeing interventions		
Agree	457	(45.9)
Neither agree nor disagree	269	(27.0)
Disagree	270	(27.1)
Workplace health promotion & wellbeing interventions are worthwhile		
Agree	822	(82.6)
Neither agree nor disagree	128	(12.9)
Disagree	45	(4.5)
What barriers does your ORGANISATION face when supporting their staff to adopt healthier self-care habits in the workplace?		
Lack of funding / resources	577	(58.2)
Lack of support (e.g. from senior executives)	331	(33.4)
Need for external staff/ resources (e.g. wellbeing coaches)	401	(40.4)
Healthy culture is not currently a priority in the workplace	380	(38.3)
Other (free text)	62	(6.3)
What are your PERSONAL barriers to practicing self-care routinely in the workplace?		
I don't have time / conflicting priorities	516	(52.0)
I don't feel motivated / lack of discipline	378	(38.1)
Stigma to self-care (e.g., fear of judgement)	113	(11.4)

It's costly (e.g. organic food, gym membership)	434	(43.7)
My organisation does not offer the services I need (e.g., counselling, Gym, healthy option options, free health checks etc.,)	299	(30.1)
Other (please state):	41	(4.1)
*Have you experienced any of the following due to ill health from working?		
Stress	636	(79.9)
Burnout	413	(51.9)
Depression	258	(32.4)
Anxiety	424	(53.3)
Incidents/ Injuries	80	(10.1)
Work related MSK or back pain/bad posture	242	(30.4)
Weight changes (e.g. weight gain)	243	(30.5)
What areas of workplace health are the most important to focus on?		
Stress	514	(51.9)
Anxiety/ depression	160	(16.2)
Tackling inequalities (discrimination, income gap, disability)	102	(10.3)
Physical activity / MSK/ Posture	99	(10.0)
Health screening/checks	54	(5.5)
Surveying staff feedback (surveys, focus groups)	31	(3.1)
Healthy food options / weight management	14	(1.4)
Smoking, substance & alcohol misuse	13	(1.3)
Other area of workplace health we missed?	3	(0.3)
Do you work from home?		
No- I go into the workplace	311	(31.3)
Yes- some of the time (hybrid)	423	(42.5)
Yes- most of the time/all the time	261	(26.2)
On balance, do you prefer to work from home or go into the workplace?		
Yes - I prefer to work from home if I have the option	438	(64.2)
Yes - to some extent	190	(27.9)
No-I prefer to work from the office/place of employment	54	(7.9)
How happy are you with your current work from home arrangement		
Very dissatisfied	6	(0.9)
Somewhat dissatisfied	34	(5.0)
Neither satisfied nor dissatisfied	46	(6.8)
Somewhat satisfied	296	(43.5)
Very satisfied	299	(43.9)
On average, how much time does it take you to get to work?		
Up to 30 minutes	484	(48.6)
Up to 1 hour	256	(25.7)
Up to 1.5 hours	72	(7.2)
More than 1.5 hours	32	(3.2)
Not applicable- I do not commute to work	151	(15.2)
How do you usually commute to work?		
I walk to work	111	(11.2)
I cycle to work	37	(3.7)
Bus &/or train	241	(24.2)
I drive in	452	(45.5)
I run to work	2	(0.2)
I do not commute to work	151	(15.2)
Do you think your place of work is an inclusive place of work?		
Yes	820	(82.7)
No	172	(17.3)
Has your company/ organisation published information/data on inequalities?		
Yes	334	(52.1)
No	307	(47.9)
Which elements of diversity & inclusion are covered by your workplace?		
Equal pay	466	(47.3)
Zero tolerance to discriminatory behaviour	553	(56.1)

Equal promotional opportunities	369	(37.4)
Fully accessible working facilities	332	(33.7)
Inclusive leadership	222	(22.5)
Cultural sensitivity	351	(35.6)
Diverse teams/ working groups	441	(44.7)
Diverse representation at senior levels	227	(23.0)
Flexible working hours	546	(55.4)
Not sure	116	(11.8)
None of the above	57	(5.8)
Does the company have a strategy to identify gender pay gaps?		
Yes	220	(22.2)
No	225	(22.7)
I don't know	545	(55.1)

*=multiple choice question (any unit of interest is n of answers and not the n of respondents)