

Spring into Summer

Employer: Middlesbrough College

Area: Healthy Eating and Weight Management

Theme: Healthy Eating and Weight Management



The College provided a range of resources for our "Spring into Summer" (2023) campaign. Colleagues were invited to use some or all of the resources, dependent on their need.

The College paid for Styku scans for a total of 80 staff. These were promoted across the College via our online platform, Thrive, and via Health and Wellbeing Champions on a first-come, first-served basis, via an online booking system. Styku scans provide 3D body images, extracting measurements, shape, body composition and other insights. The College had previously made use of a Health Kiosk on short term loan, however we wanted something reliable to provide a sample benchmark and follow-up data.

It was anticipated that the scans would provide us with information to improve our health and wellbeing offer to staff - to give us a benchmark from and enable us to gather data on distance travelled. We expected that we would need to encourage staff to participate and offered a discount card to those who would participate. Discounts included 30% in our salon; 25% off at our restaurant; cafe salad loyalty card: buy 5 salad pots, get one free. We were actually overwhelmed with how quickly slots were filled. Two days of bookings were increased to 4 and quickly filled again.

The Skytu scans took place in a private room close to the centre of the college main building. Screens from the college's replica hospital ward assisted with additional privacy, since participants were scanned in their underwear/swimwear. An external trainer facilitated the scans and provided



feedback to the user during and after the scan. Users also received a link to access their personal data online.

The trainer who carried out the Skytu scans shared initial findings verbally with the Health and Wellbeing Champion Co-ordinator, Workforce Development Manager and HR Director. There was a clear difference between staff who were in active roles - sports coaches, cleaning, security and estates staff, and those who were more sedentary, clerical roles, who "have a body composition expected of someone who uses a wheelchair". Teachers were somewhere in between, as they often stand and walk while teaching. Concern regarding low bone density and muscle mass of sedentary workers was shared.

As a result, in addition to the detailed follow-up webinar provided by the trainer, all staff who participated were sent information from the Royal Osteoporosis Society to support bone health and liaised with the gym manager to implement additional sessions for staff and for MC Crew to visit departments to encourage desk stretching/strength and conditioning dependent on role. All participants were also sent links to access nutritional information online, including eating well to maintain, gain or lose weight; and promotion of the fitness classes offered at the College gym. Health and Wellbeing Champions were also sent notifications of the information so they could print and share on poster boards in their area.

The trainer's webinar broke down the data provided by the scans and changes that could be made to positively affect health. Details of a programme run by the external trainer were also shared by them during the webinar, which was at a cost to the individual. The College made it clear in communications about the Syku scans, before and after, that there was no expectation/requirement for staff to sign up and all were provided with free relevant resources in College to support health improvement.

The Health and Wellbeing Champion Co-ordinator arranged for the Gym Manager agreed to put on additional sessions as part of the Spring into Summer campaign. Classes came from staff suggestions made informally to the Gym manager in the previous few months, including family sessions on a Saturday morning (3 families regularly make use of this). 30-minute sessions were delivered by the Gym manager or MC Crew (students undertaking sports courses who were paid for their time):

Personal Training sessions, Monday, Tuesday and Thursday evenings x 7 sessions to fit end of working day, 4pm to 7pm;

Bums and Tums, Monday, 5pm

Strength and Conditioning, 4.30pm

Circuits, Tuesday, 4pm; Thursday 7.30am

Pilates, Wednesday, 5.15pm

Dance Fit, Monday, 6pm

10/10/10 (cardio, tone and core exercise using weights, kettlebells, bands, Monday, 5.30pm

Family Gym sessions, Saturdays, 9.30am and 10.30am (1 hour each)



Gym programme and reviews, Tuesdays and Thursdays, 5pm
Sessions were held in the Gym or one of the college dance studios. Classes were free for those participating in scans and £10 per month total for other staff.

20 follow-up Styku scans have taken place to date and we are just starting to get updates:

"Everyone smashed it!! Give me a couple of weeks as I will need to liaise with Styku on how to pull the reports and I'll look at this next week, but I'm guesstimating it was about 200lbs lost, 20 staff post scans, so an average of 10lbs a person!!

Everyone lost visceral fat and everyone gained lean muscle mass. average inch loss was 8-16 inches with some big 27+ inches lost!!

Interestingly, the ones who did my plan lost more fat and I'll try to show that in the report, and they all said they felt better, were sleeping better, felt more focussed at work, skin had improved, bowel improvements to those I'd given some extra help to. Hormones had settled, one said they had suffered far less with anxiety and another had weaned off taking their antidepressant! One lady said her asthma is usually really bad at this time but she hasn't used her inhaler once, nice to be able to show her how her lung health risks had fallen from a risk of 3.6% to 1.9%, Amazing!

So all in all, I think it's been a huge success!! Thank you to Kelly for asking me to be involved! I've loved it and met such a wide range of staff that all needed support in different ways."

Initial verbal feedback from staff was great – a positive buzz around college from colleagues talking about their results and health improvement in general.

25% of participants have responded to a feedback request. The remainder will be collected and evaluated when staff return after the summer break.

Respondents who have completed the participant survey so far have scored the scan 5-stars; information provided by the scan 5-stars. Weight was the most common positive change made, followed by fitness levels. 100% of respondents say the Spring into Summer campaign has improved their health and wellbeing.

100% positive comments include: Reduced my overall fat proportions; provided support and motivation; Improved overall wellbeing;

Promotion of on-site offer was also beneficial. 50% of respondents learned that the college Gym can make some health checks and will make use in future. 60% made/make use of the gym and on-site fitness classes.

The extra discounts were taken up by a low number of respondents, showing that repetition of this



element is not likely to be essential in future.

Fewer than 25% of respondents to date paid for additional support with DPP fitness.

Free health checks continue to be available in the College gym. Gym staff will visit out-lying offices, starting with Newcastle, in the new academic year, twice a term to offer health checks and support desk stretches and other activity in partnership with their Health and Wellbeing Champion. Of 13 staff who accessed reviews at the College gym, the weight loss over 6 months, 4th January to 7th July, weight loss was 66lb.

Activities such as scans, health checks, desk stretches are encouraged in work time. It's important that those who have very sedentary roles are encouraged to move (printing less means less walking to the printer, so we have to look for opportunities and encourage movement away from screens). Stretchwell video links are provided online for anyone, including home workers, to access. Online campaigns mean that those that work offsite benefit too - where possible and feasible, the College provides alternatives off site.

Fitness classes are arranged in lunch breaks and at the end of the working day.

"I thought the information provided on Thrive was great. I didn't get a body scan, but from listening to what my colleagues said about theirs, I really wanted to know about bone density. I hadn't realised how important it is to work on it as we get older. And yes, there's always a bit of healthy competition, isn't there? I am going to more classes at the gym, especially enjoying the gym coaching sessions and dance-fit. I am going to weigh-ins (other health measurements too) at the Gym and am seeing a big difference. I'm feeling much better in myself and am enjoying life more too. It's great what's on offer at my workplace for free! (Sedentary role, F, age 46-60)"

"I wanted to know more about my current health. I benefitted from the support and motivation (provided it too as a Health and Wellbeing Champion). It has improved my overall wellbeing. Eating more healthily has improved my weight and also how my body generally feels (no mid-afternoon slumps). I think the nutrition plan is fantastic and the body scan





is very in-depth showing very accurate measurements such as bone density, visceral fat and lean mass. I found the information provided very useful and this has encouraged me to lose 20 pounds and create some healthy lifestyle changes. Please continue the scans as they are so informative and help show progress which cannot always be measured by scales alone. (Sedentary role, F, age 46-60)"

"I had the scan because I wanted to know what it was all about, I wanted to know more about my current health status, wanted a nudge to better health and was interested in the extra benefits that came with the SIS programme. I participated in fitness classes and started going to the gym for the first time. Lost over 2 stone and 20 inches this year. Decreased body fat, increased muscle mass and bone density and overall feel a lot fitter. I have not reached my weight loss/fitness goal yet so so another scan in the future would be beneficial so I can continue to monitor my progress. I have really enjoyed all of the fitness classes. I have always been really bad at sport/exercise and would never step foot in a gym before. I have found the team really encouraging and supportive, especially Becky who checks in with us regularly to make sure we are still completing our lunch time dock walks and doing other exercise outside of her classes. Make classes available on Tuesday/Thursday evening too. Offer some high protein/low cal snack options in the cafes. (Sedentary role, F, age 18-30) "

"I wanted to know more about my current health status and looking for a nudge to better health. The scan gives greater understanding of your health, giving you the knowledge or how to achieve your health goals. I used the nutritional information and increasing bone density via Thrive. Good information regarding increasing bone density on Thrive gave me the knowledge to increase bone density as I get older. I lost 5lb of fat and increased lean muscle. It gave me the incentive to improve my fitness and I am now running 10k regularly. I would like to see the college offering couch to 5k. (Some-what active, M, age 46-60) "

