Date: Produced by: 28 Feb 2020 Software Team

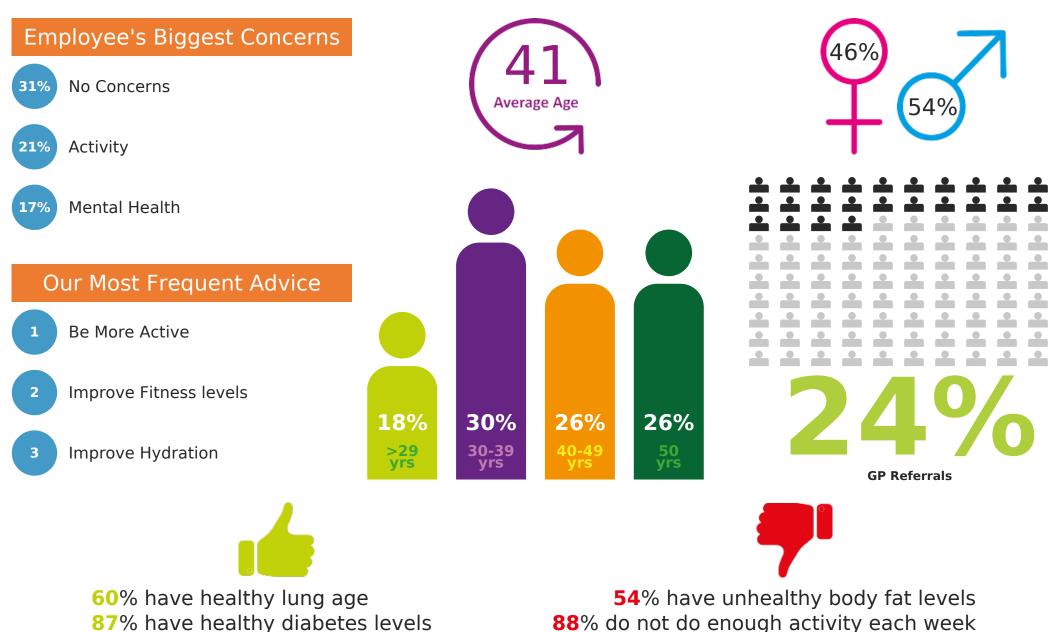
# Organisation Health Report

POWERED BY **V**healthyperformance<sup>®</sup>

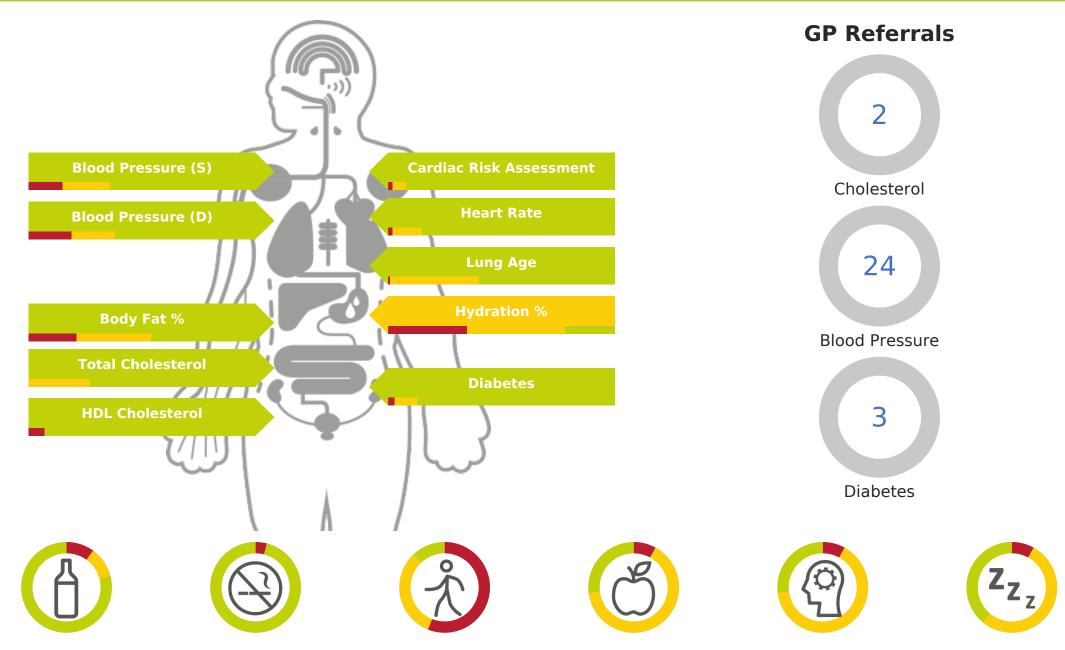


# **Your Key Numbers**

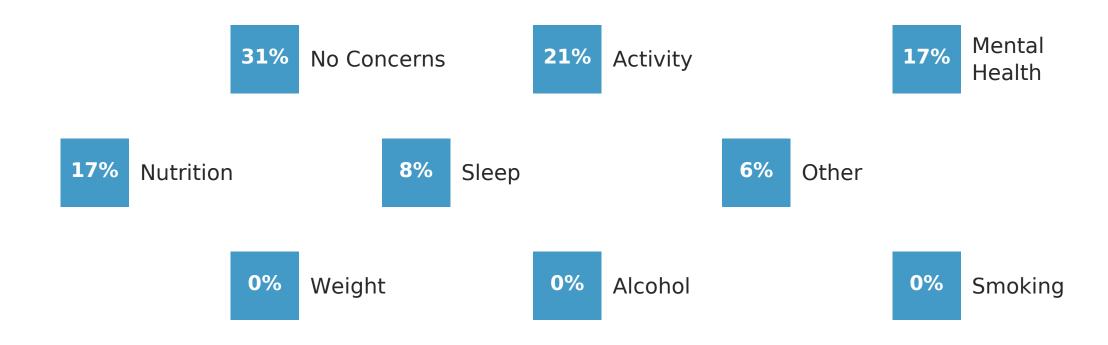
**109** Employees 8 Departments



# Lifestyle and Health Assessment Overview



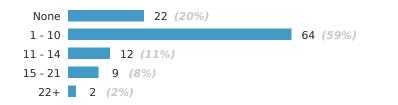
# **Biggest Health Concern**



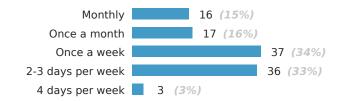


# **Pre Screening Questionnaire Analysis**

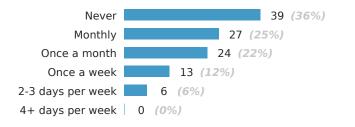
#### Units of alcohol consumed in a typical week



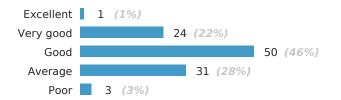
### How often do you have an alcoholic drink?



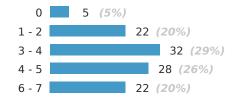
### Units drank 6 (women) or 8 (men) on single occasion



#### How would you describe your dietary habits?



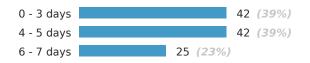
#### How many days per week do you eat fruit and veg?



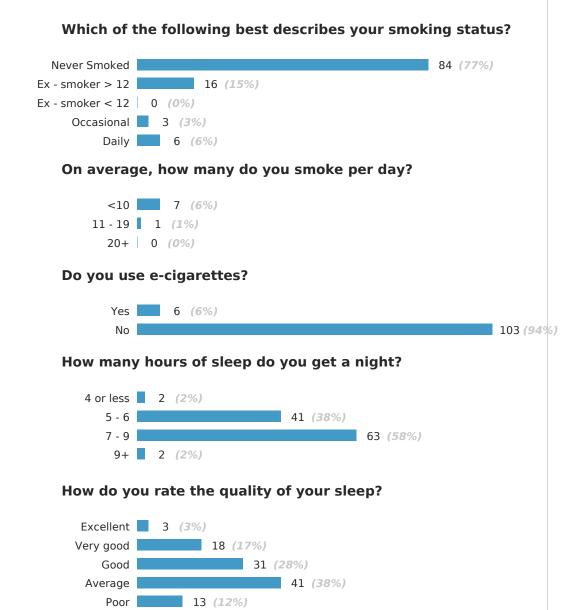
#### How many days per week do you eat high sugar and high fat foods?



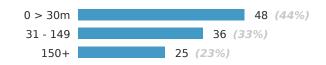
#### 6-8 glasses of water drank each day



# **Pre Screening Questionnaire Analysis**



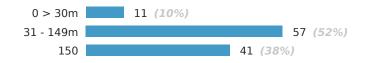
#### High/moderate exercise each week



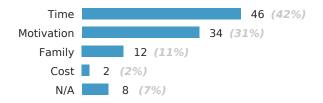
#### Strength/resistance/weight training each week



#### Low intensity activity training each week



#### **Biggest barrier to being more active**

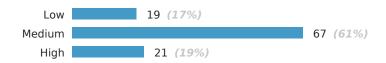


### **Pre Screening Questionnaire Analysis**

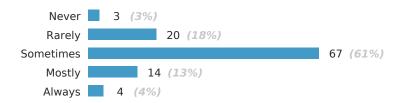
#### **Estimated hours spent sitting**



#### **Rate your stress levels**



#### How often do demands placed have a negative wellbeing effect?



### **Business Unit Analysis**

Baseline Average

Healthy Performance average of those falling within the green/healthy category (from over 100,000 assessments)

Your Company Score

% of those within your organisation who fall within the green/healthy category

Green / Red box

| Business Unit               | Sleep | Activity | Nutrition | Smoking | Alcohol | Stress |
|-----------------------------|-------|----------|-----------|---------|---------|--------|
| Baseline Average            | 53%   | 30%      | 42%       | 82%     | 74%     | 38%    |
| Your Company Score          | 39%   | 12%      | 27%       | 96%     | 79%     | 11%    |
| Strategy (38)               | 27%   | 21%      | 26%       | 95%     | 74%     | 5%     |
| Research & Development (50) | 48%   | 8%       | 30%       | 97%     | 80%     | 16%    |
| Other (19)                  | 39%   | 39%      | 16%       | 95%     | 84%     | 11%    |

### **Business Unit Analysis**

Baseline Average

Healthy Performance average of those falling within the green/healthy category (from over 100,000 assessments)

Your Company Score

% of those within your organisation who fall within the green/healthy category

Green / Red box

| Business Unit               | BP Sys | BP Dia | Heart<br>Rate | Body Fat | Hydration | Lung Age |
|-----------------------------|--------|--------|---------------|----------|-----------|----------|
| Baseline Average            | 69%    | 72%    | 90%           | 52%      | 65%       | 55%      |
| Your Company Score          | 64%    | 61%    | 85%           | 47%      | 22%       | 60%      |
| Strategy (38)               | 58%    | 68%    | 89%           | 42%      | 16%       | 69%      |
| Research & Development (50) | 72%    | 54%    | 80%           | 47%      | 24%       | 57%      |
| Other (19)                  | 61%    | 67%    | 89%           | 61%      | 29%       | 47%      |

### **Business Unit Analysis**

Baseline Average

Healthy Performance average of those falling within the green/healthy category (from over 100,000 assessments)

Your Company Score

% of those within your organisation who fall within the green/healthy category

Green / Red box

| Business Unit               | Cholesterol | HDL | Diabetes |
|-----------------------------|-------------|-----|----------|
| Baseline Average            | 67%         | 84% | 84%      |
| Your Company Score          | 73%         | 93% | 87%      |
| Strategy (38)               | 66%         | 97% | 87%      |
| Research & Development (50) | 76%         | 90% | 86%      |
| Other (19)                  | 89%         | 94% | 89%      |

### **Location Analysis**

Baseline Average

Healthy Performance average of those falling within the green/healthy category (from over 100,000 assessments)

Your Company Score

% of those within your organisation who fall within the green/healthy category



| Location           | Sleep | Activity | Nutrition | Smoking | Alcohol     | Stress |
|--------------------|-------|----------|-----------|---------|-------------|--------|
| Baseline Average   | 53%   | 30%      | 42%       | 82%     | 74%         | 38%    |
| Your Company Score | 39%   | 12%      | 27%       | 96%     | <b>79</b> % | 11%    |
| Birmingham (16)    | 38%   | 13%      | 13%       | 97%     | 94%         | 19%    |
| Southampton (26)   | 44%   | 4%       | 35%       | 96%     | 77%         | 8%     |
| Other (65)         | 38%   | 38%      | 26%       | 95%     | 75%         | 11%    |

### **Location Analysis**

Baseline Average

Healthy Performance average of those falling within the green/healthy category (from over 100,000 assessments)

Your Company Score

% of those within your organisation who fall within the green/healthy category



| Location           | BP Sys | BP Dia | Heart<br>Rate | Body Fat | Hydration | Lung Age |
|--------------------|--------|--------|---------------|----------|-----------|----------|
| Baseline Average   | 69%    | 72%    | 90%           | 52%      | 65%       | 55%      |
| Your Company Score | 64%    | 61%    | 85%           | 47%      | 22%       | 60%      |
| Birmingham (16)    | 75%    | 63%    | 94%           | 56%      | 56%       | 47%      |
| Southampton (26)   | 64%    | 64%    | 88%           | 54%      | 29%       | 55%      |
| Other (65)         | 63%    | 60%    | 82%           | 43%      | 11%       | 65%      |

### **Location Analysis**

Baseline Average

Healthy Performance average of those falling within the green/healthy category (from over 100,000 assessments)

Your Company Score

% of those within your organisation who fall within the green/healthy category

Green / Red box

| Location           | Cholesterol | HDL | Diabetes |
|--------------------|-------------|-----|----------|
| Baseline Average   | 67%         | 84% | 84%      |
| Your Company Score | 73%         | 93% | 87%      |
| Birmingham (16)    | 81%         | 94% | 88%      |
| Southampton (26)   | 84%         | 92% | 92%      |
| Other (65)         | 69%         | 94% | 85%      |

### **Department Analysis**

Baseline Average

Healthy Performance average of those falling within the green/healthy category (from over 100,000 assessments)

Your Company Score

% of those within your organisation who fall within the green/healthy category



| Department         | Sleep | Activity | Nutrition | Smoking | Alcohol | Stress |
|--------------------|-------|----------|-----------|---------|---------|--------|
| Baseline Average   | 53%   | 30%      | 42%       | 82%     | 74%     | 38%    |
| Your Company Score | 39%   | 12%      | 27%       | 96%     | 79%     | 11%    |
| Sales (27)         | 26%   | 4%       | 15%       | 94%     | 81%     | 19%    |
| IT (28)            | 30%   | 18%      | 21%       | 98%     | 75%     |        |
| Marketing (19)     | 33%   |          |           | 92%     | 79%     |        |
| Operations (21)    |       | 19%      | 38%       | 95%     | 76%     | 24%    |
| Other (12)         | 67%   | 67%      | 50%       | 100%    | 83%     | 17%    |

### **Department Analysis**

Baseline Average

Healthy Performance average of those falling within the green/healthy category (from over 100,000 assessments)

Your Company Score

e % of those within your organisation who fall within the green/healthy category



| Department         | BP Sys | BP Dia | Heart<br>Rate | Body Fat | Hydration | Lung Age |
|--------------------|--------|--------|---------------|----------|-----------|----------|
| Baseline Average   | 69%    | 72%    | 90%           | 52%      | 65%       | 55%      |
| Your Company Score | 64%    | 61%    | 85%           | 47%      | 22%       | 60%      |
| Sales (27)         | 67%    | 63%    | 85%           | 41%      | 12%       | 52%      |
| IT (28)            | 78%    | 74%    | 85%           | 48%      |           | 64%      |
| Marketing (19)     | 58%    | 47%    | 89%           | 47%      | 37%       | 67%      |
| Operations (21)    | 52%    | 62%    | 86%           | 45%      | 20%       | 60%      |
| Other (12)         | 67%    | 50%    | 75%           | 67%      |           | 55%      |

### **Department Analysis**

Baseline Average

Healthy Performance average of those falling within the green/healthy category (from over 100,000 assessments)

Your Company Score

% of those within your organisation who fall within the green/healthy category

Green / Red box

| Department         | Cholesterol | HDL  | Diabetes |
|--------------------|-------------|------|----------|
| Baseline Average   | 67%         | 84%  | 84%      |
| Your Company Score | 73%         | 93%  | 87%      |
| Sales (27)         | 85%         | 96%  | 81%      |
| IT (28)            | 74%         | 93%  | 85%      |
| Marketing (19)     | 74%         | 89%  | 100%     |
| Operations (21)    | 62%         | 90%  | 76%      |
| Other (12)         |             | 100% | 100%     |

# **Your Numbers**

|                    | Smoking           | 4%   |     | 96% |     |         |     |     |     |  |
|--------------------|-------------------|------|-----|-----|-----|---------|-----|-----|-----|--|
| Ô                  | Alcohol           | 10%  | 11% |     |     |         | 79% |     |     |  |
| Ő                  | Nutrition         | 8%   |     |     | 65% |         |     | 27% |     |  |
| $\hat{\mathbf{T}}$ | Activity          |      |     | 56% |     |         | 32% |     | 12% |  |
| Ô                  | Stress            | 9%   |     |     |     | 30%     |     |     | 11% |  |
|                    | Sleep             | 8%   |     | 53% |     |         |     | 39% |     |  |
| BP                 | BP Systolic       | 15   | %   |     |     | 64%     |     |     |     |  |
| BP                 | BP Diastolic      | :    | 19% | 19% |     | 62%     |     |     |     |  |
| (WP)               | Heart rate        | 2 1  | 3%  |     |     | 85%     |     |     |     |  |
| (WP)               | Cardiac Risk      | 2 6% |     |     |     | 92%     |     |     |     |  |
|                    | Body fat %        |      | 21% | 3   | 3%  |         |     | 46% |     |  |
|                    | Hydration %       |      | 35% | ,   |     | 43% 22% |     |     | 2%  |  |
|                    | Total Cholesterol |      |     |     |     | 73%     |     |     |     |  |
|                    | HDL Cholesterol   | 7%   |     |     |     | 93%     |     |     |     |  |
|                    | Lung Age          |      |     | 39% |     | 60%     |     |     |     |  |

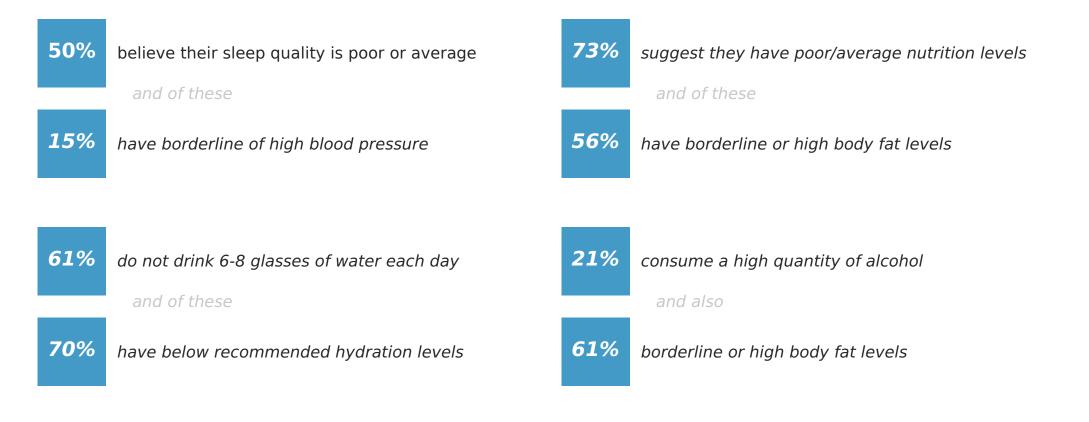
### **Your Numbers**



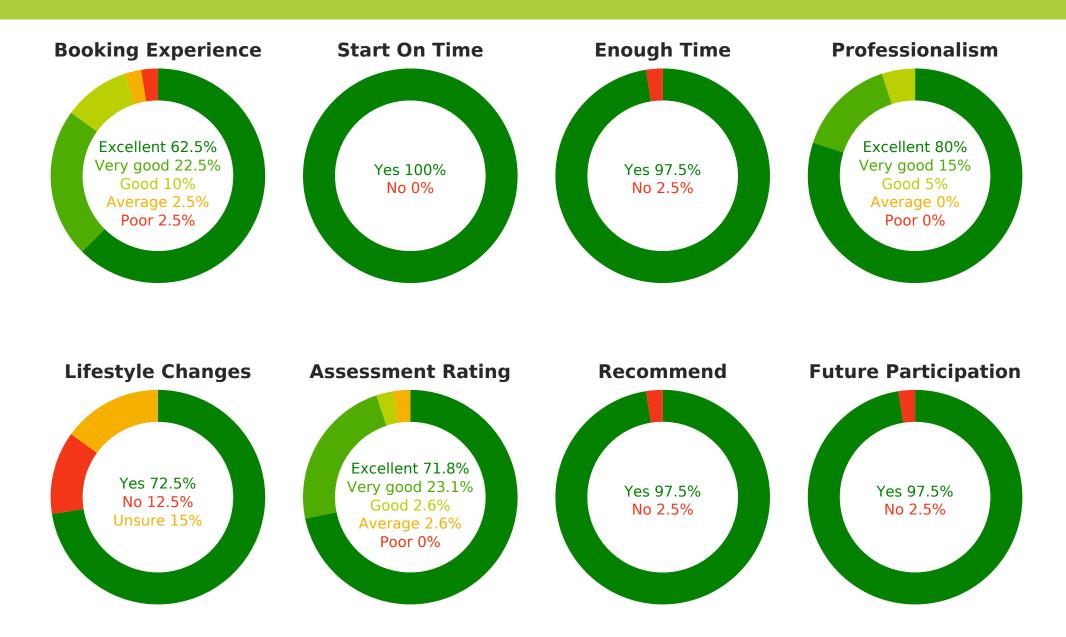
# You may be interested to know



# You may be interested to know



# **Employee Feedback**



Green Red Compares this year's data for each test against the baseline average from over 100,000 tests.

| Smoking              | 2018<br>74%<br>14%<br>12% | 2019<br>93%<br>4%<br>3% | 2020<br>96%<br>0%<br>4% | 81% | The NHS suggest that 15% of UK adults smoke, however from over 100,000 workplace health checks, we estimate that the working population average to be between 11-12%. Typically, the life expectancy of a smoker versus a non-smoker can differ by about 10 years.                                                                                         |
|----------------------|---------------------------|-------------------------|-------------------------|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Alcohol              | 79%<br>9%<br>12%          | 80%<br>9%<br>11%        | 79%<br>11%<br>10%       | 76% | The risk of developing a range of health problems (including cancers of<br>the mouth, throat and breast) increases the more you drink on a<br>regular basis. According the NHS, over half of UK adults drink alcohol<br>on a weekly basis.                                                                                                                 |
| Nutrition            | 50%<br>42%<br>8%          | 30%<br>55%<br>15%       | 27%<br>65%<br>8%        | 49% | Good nutritional habits can have a positive impact on energy levels,<br>weight management, immune system and even sleep and stress levels.<br>Nutrition is really important for health and wellbeing, and there are<br>many areas within this topic that can help employees to lead a<br>healthier lifestyle.                                              |
| <b>ب</b><br>Activity | 26%<br>33%<br>41%         | 12%<br>30%<br>58%       | 12%<br>32%<br>56%       | 32% | Activity levels have a positive impact on mental and physical health<br>and those who are active are proven to be more energetic and<br>ultimately more productive. Research indicates that a healthy<br>employee is around 20% more productive than an unhealthy colleague<br>- equivalent to one day per week!                                           |
| Stress               | 28%<br>62%<br>10%         | 14%<br>75%<br>11%       | 11%<br>80%<br>9%        | 47% | Stress is the biggest cause of workplace absence and if high levels are<br>evident within your organisation, it is something that should be<br>addressed to maintain or build a healthy culture at work. If you are<br>concerned about stress levels, you should carry out our Pascal® Online<br>Mental Health assessment to identify hotspots and trends. |

Green A Red  $\bigvee$  compares this year's data for each test against the baseline average from over 100,000 tests.

|              | 2018              | 2019              | 2020              |     |                                                                                                                                                                                                                                                                                                                                                     |
|--------------|-------------------|-------------------|-------------------|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sleep        | 44%<br>53%<br>3%  | 40%<br>50%<br>10% | 39%<br>53%<br>8%  | 53% | Nearly 60% of UK adults don't feel they get enough sleep and as<br>sleeping is essential for good health and wellbeing it is a fundamental<br>part of a healthy lifestyle. Sleep is fast becoming one of the main<br>wellbeing issues and something that is one of the key concerns for a<br>large proportion of UK adults.                         |
| BP Systolic  | 59%<br>25%<br>16% | 68%<br>20%<br>12% | 64%<br>21%<br>15% | 68% | High blood pressure (hypertension) puts additional strain on the heart<br>and blood vessels that can cause them to become weaker or damaged,<br>ultimately leading to heart disease, stroke and kidney disease. 37% of<br>UK adults are thought to have high blood pressure.                                                                        |
| BP Diastolic | 67%<br>18%<br>15% | 72%<br>16%<br>12% | 62%<br>19%<br>19% | 70% | High blood pressure (hypertension) puts additional strain on the heart<br>and blood vessels that can cause them to become weaker or damaged,<br>ultimately leading to heart disease, stroke and kidney disease. 37% of<br>UK adults are thought to have high blood pressure.                                                                        |
| Heart rate   | 85%<br>10%<br>5%  | 91%<br>7%<br>2%   | 85%<br>13%<br>2%  | 89% | Many factors impact on heart rate levels, so results can be difficult to<br>compare with any great relativity. However it is known that improved<br>activity levels are often linked to lower heart rate levels as the<br>healthier we get, the more blood the heart pumps around the body<br>with every beat.                                      |
| Cardiac Risk | 90%<br>8%<br>2%   | 91%<br>8%<br>1%   | 92%<br>6%<br>2%   | 93% | There are different formulas for calculating 'Cardiac Risk' and we use<br>QRISK, a formula used by the NHS and GP's across the UK. All formulas<br>for calculating Cardiac Risk take into key health related factors such as<br>Blood Pressure, Cholesterol and Smoking Habits, some also take into<br>account lifestyle issues and family history. |

Green Red Compares this year's data for each test against the baseline average from over 100,000 tests.

|                   | 2018              | 2019              | 2020              |     |                                                                                                                                                                            |
|-------------------|-------------------|-------------------|-------------------|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Body fat %        | 51%<br>29%<br>20% | 41%<br>34%<br>25% | 46%<br>33%<br>21% | 53% | High levels of body fat reduce<br>be a major long term health ri<br>cardiovascular disease, hyper<br>cancer. It is estimated that by<br>women will be obese.               |
| Hydration %       | 71%<br>0%<br>29%  | 42%<br>32%<br>26% | 22%<br>43%<br>35% | 69% | Water accounts for more than<br>A 1% reduction in fluid loss re-<br>indicates that 2% dehydration<br>to 20%. Improving awareness<br>relatively easy with hydration         |
| Total Cholesterol | 73%<br>22%<br>5%  | 67%<br>27%<br>6%  | 73%<br>27%<br>0%  | 64% | Cholesterol is a fatty substance<br>essential role in how every cell<br>can increase risk of heart dise<br>high cholesterol including eati<br>active enough, smoking and s |
| HDL Cholesterol   | 86%<br>0%<br>14%  | 83%<br>0%<br>17%  | 93%<br>0%<br>7%   | 80% | HDL (good) cholesterol carries<br>removed from your body. The<br>of heart disease and levels can<br>making positive changes to nu                                          |
| Lung Age          | 63%<br>35%<br>2%  | 60%<br>36%<br>4%  | 60%<br>39%<br>1%  | 55% | The NHS suggest that 15% of<br>100,000 workplace health che<br>population average to be betw<br>expectancy of a smoker versu<br>vears                                      |

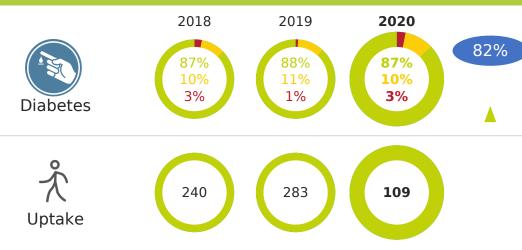
High levels of body fat reduce energy levels and performance but can be a major long term health risk for developing type 2 diabetes, cardiovascular disease, hypertension and stroke, plus certain forms of cancer. It is estimated that by 2030, 48% of UK men and 43% of UK women will be obese.

Water accounts for more than half of our body and is essential for life. A 1% reduction in fluid loss results in dehydration, and research ndicates that 2% dehydration can reduce physical performance by up to 20%. Improving awareness of good hydration in the workplace is relatively easy with hydration charts and easy access to water.

Cholesterol is a fatty substance found in the blood which plays an essential role in how every cell in the body works. However too much can increase risk of heart disease and there can be various causes of high cholesterol including eating too many saturated fats, not being active enough, smoking and stress.

HDL (good) cholesterol carries cholesterol back to the liver where it is removed from your body. The higher your HDL, the lower your chance of heart disease and levels can be improved by increasing activity and making positive changes to nutritional habits.

The NHS suggest that 15% of UK adults smoke, however from over 100,000 workplace health checks, we estimate that the working population average to be between 11-12%. Typically, the life expectancy of a smoker versus a non-smoker can differ by about 10 years.



Green = Healthy Amber = Borderline Red = Unhealthy

Green A Red Compares this year's data for each test against the baseline average from over 100,000 tests.

There are two forms of diabetes - Type 1, often diagnosed in childhood and requiring insulin injections, and Type 2, often related to poor lifestyle. Diabetes occurs when glucose levels in blood become too high causing an increased risk of heart disease, stroke, kidney damage and other health issues.

We highlight uptake levels for your health screening programme to show engagement levels across the organisation. On average we find that between 50-60% of employees will participate in a health screening programme. Thank you for choosing Healthy Performance for your Employee Healthy Screening programme. To support your wider strategy, we offer a range of services that can be tailored around your organisation to tackle hotspots and trends. We can also implement various initiatives to measure wellbeing and track progress over time.

For further details please contact us:

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team@healthyperformance.co.uk

www.healthyperformance.co.uk







Wellbeing Strategy