



# A CHARTER TO REDUCE GAMBLING RELATED HARMS IN THE WORKPLACE

**"The Harmful Gambling Workplace Charter** is an important tool to help trade unions and employers tackle gambling related harms at workplace level. There are a wide-range of gambling related harms which impact detrimentally on the health and wellbeing of individuals, their families and wider society.

Unite is pleased that Wigan Council is the first Local Authority to sign the charter and we look forward to collaborating with the employer and sister unions to address harmful gambling in the workplace and community."

**Jim Mowatt**

*Director of Education (Unite the Union)*



# WORKING TOGETHER TO TACKLE GAMBLING RELATED HARMS IN THE WORKPLACE & COMMUNITY



GAMBLING  
COMMISSION



BeGambleAware®



# CHARTER AGREEMENT

## Step 1: We will make a commitment

- We confirm that there will be a clear commitment from senior management that policies on gambling are central to the organisation's approach to health and wellbeing. This commitment is stated in a form that is visible and understandable to all employees.

## Step 2: We will build our approach

- We confirm that the senior management team will understand and act on all its duty of care and legal obligations concerning gambling related harms and risk management in the workplace.
- The senior management team will communicate, consult and include trade union representatives/employees at all levels in building that approach.

## Step 3: We will promote a positive culture

- We will ensure there will be effective management standards in place in order that employees feel supported and valued whilst suffering from or at risk of suffering from gambling-related harms.

## Step 4: We will support and train

We confirm that the leadership of the organisation will ensure that information is freely shared, that we will consult with trade unions and that every employee knows how to access support and who to discuss their needs with, in relation to gambling related harms.

- Line managers and trade union representatives will receive training that helps them understand and signpost individuals to sources of support in regard to gambling related harms, with key members trained in the **"BET YOU CAN HELP PROGRAMME"**.

## Step 5: We will provide the right support

- We confirm that managers and trade union representatives will be trained and confident in recognising gambling related harms and how to hold sensitive, confidential conversations and represent members.

## Step 6: We will help people to recover

- We confirm that employees who experience gambling-related harms and have to take time off work are given appropriate support to help them return when ready and adjustments will be made for their successful return to work through regular contact with their manager in consultation with trade union representatives.

## Step 7: We will seek parity and handle issues with sensitivity

- Ensure problematic gambling issues are given equal parity to policies regarding drugs and alcohol.
- Workers are treated with sensitivity and are handled appropriately when concerns are raised either informally or formally through grievance and disciplinary procedures.

Signed ..... Position ..... (on behalf of the employer)

Signed ..... Position ..... (on behalf of the trade union)