

# HARMFUL GAMBLING WORKPLACE CHARTER INTERIM REPORT JUNE-NOVEMBER 2020



with unionlearn



## Stop Press . . .

- . . . Lancashire & South Cumbria NHS Foundation Trust sign up to Harmful Gambling WorkplaceCharter! The Trust provides health and wellbeing services for a population of around 1.8 million people and employs over 6,300 members of staff.
- . . . BCT agrees research evaluation partnership with Gambling Research Exchange Ontario (Canada).
- . . . Royal Society of Public Health and BCT confirm partnership agreement to develop the first Ofqual accredited Level 2 qualification in supporting those affected by gambling harms.

Beacon Counselling Trust supporting the...

**National Strategy to  
Reduce Gambling Harms**

Neil Platt - Clinical Director - Beacon Counselling Trust  
Keith Lewis - ULF (Construction) Manager  
Stephen Craig - National Development Officer, Unite the Union  
Graham England - Chief Executive, ARA Recovery for All  
David Best - Professor of Criminology - University of Derby

# HARMFUL GAMBLING FACTS AND FIGURES



## 1 What is the difference between gambling and harmful gambling?

Gambling is simply defined as 'to stake or risk money, or anything of value, on the outcome of something involving chance'. Usually, gambling is a fun and safe leisure activity involving games of chance for money or material goods. However, when a person has the urge to continuously gamble despite negative and harmful consequences or the desire to stop this is identified as 'harmful gambling' and will often require specialist intervention and support to address the issue.

## 2 Why it matters?

**Gambling related harm (GRH)** research findings show that **47%** of the population, aged 16 years and over, have taken part in some form of gambling in the past four weeks. Estimates from various reports published by the **Gambling Commission** and **Gamble Aware** respectively, indicate there are between **500,000** to **1.4 million** problem gamblers in the UK. The **Young People and Gambling Survey** in 2019 revealed that **11% (350,000)** of 11-16-year olds self-reported to have spent their own money gambling in the last week. These results were found to be higher than smoking tobacco (**6%**) and illegal drug use (**5%**). The report also found that as many as **55,000** young people nationally are classified as problem gamblers.

## 3 The impact of harmful gambling.

The level of impact of harmful gambling on both the individual and affected others include: mental health and wellbeing issues, higher risk of suicidal ideation/intent, drug and alcohol misuse, financial crisis, problems with education/work, criminality, relationship difficulties and the associated social and psychological impact on affected others. Findings published by the Institute for Public Policy Research in 2016 discovered that harmful gamblers, in contrast to the general population, are:

- 3 times more likely to have visited their GP in the last year due to mental health issues.
- 9 times more likely to be accessing mental health services.
- 6 times more likely to have been a hospital inpatient within the last 3 months.
- 3 times more likely to be claiming Job Seekers Allowance.
- 9 times more likely to access homelessness services.
- 4 times more likely to be in prison.

The report also highlighted that the fiscal cost, by harmful gamblers on the public purse, could be as much as **£1.2 billion per year** throughout the UK.

## 4 What are the indicators / signs of harmful gambling?

The indicators that an individual's gambling behaviour is problematic and harmful include:

- **Preoccupation** - often thinking about or planning to gamble.
- **Tolerance** - needing to gamble with more money to get excitement.
- **Withdrawal** - negative emotions when trying to cut down on gambling.
- **Loss of control** - spending more than you plan to (time and money).
- **Escape** - the motivation for gambling being to escape negative elements of life.
- **Chasing losses** - gambling to try and win back money that has been lost.
- **Lying** - gambling leading to lying to friends/family.
- **Illegal acts** - taking money without permission, misusing money to fund gambling.
- **Risked relationships** - putting personal relationships at risk.

## 5 How to respond:

If you are worried or concerned help is available through **The National Gambling Helpline**. This service is available **24 hours a day**, seven days a week through **GamCare**. **The Big Deal Project** is a separate service specifically for young people aged **11-19 years**. You can call both services free on **0808 8020 133**, or by visiting [www.gamcare.org.uk](http://www.gamcare.org.uk) / [www.bigdeal.org.uk](http://www.bigdeal.org.uk)

## 6 Want to know more?

**BCT** provides **FREE** interactive harmful gambling workshops to both young people and professionals as part of their '**Big Deal**' and '**Bet You Can Help**' programmes. These sessions help participants recognise risk factors, signs, and symptoms and address how to access support.

Contact **0151 226 0696** or visit [www.beaconcounsellingtrust.co.uk](http://www.beaconcounsellingtrust.co.uk) for more details.

## 7 Referral to specialist service provision:

**Beacon Counselling Trust (BCT)** is a specialist service providing treatment, advice, and support to anyone aged **16+** throughout **North West England**.

Contact the main office on **0151 226 0696** and for gambling related counselling call:

**0151 321 1099** or visit

[www.beaconcounsellingtrust.co.uk](http://www.beaconcounsellingtrust.co.uk)

# 7 Minute Briefing - 'Harmful Gambling'



## INTRODUCTION . . .project progress despite covid-19 challenges . .

Gambling in its various forms has been around basically for as long as people have walked the planet! However, with the development of the internet and the emergence of online gambling, the impact of gambling harms are becoming a serious problem which need to be addressed on a number of levels. Gambling harms are impacting in the workplace, our communities and wider society. Gambling harms are affecting individuals, families, our health and wellbeing (especially mental health), the NHS and the economy.

According to a recent House of Lords report, half the adults in this country gamble at least once a month. A third of a million of them are harmful gamblers and although they are fewer than 1% of the adult population, they contribute an astonishing 25% of the profits of the gambling industry. In addition, four percent of adults who are at low or medium risk of becoming problem gamblers contribute a further 35% of these profits. The rate of problem gambling among 11–16 year old children is twice as high as for adults; and for boys alone it is three times as high.

However, acknowledgement of the issue has been slow and only recently have trade unions and employers looked at working together to develop a response. Learn with Unite and Beacon Counselling Trust (BCT) have worked in partnership on the topic since 2016. This culminated in the launch of the harmful gambling workplace charter.

Through support from the Gambling Commission and the union learning fund (ULF), Unite and BCT have built on solid foundations and taken the campaign to the next stage. They have developed a Bet you can Help (BYCH) First Aid approach and training programme. This interim report highlights the first six months of the project from May 2020. COVID-19 puts into context the activity and outcomes of the project. The report will highlight the role of the harmful gambling workplace charter and the BYCH training programme in expanding the initiative and will outline some of the key outcomes already achieved. The paper looks at some of the thoughts of employers and trade unions on the work to date and describes the potential of the project and next steps.

- ✓ **Over 200 individuals attending a one- hour BYCH harmful gambling CPD sessions**
- ✓ **Over 100 individuals completing one day accredited BYCH training programme**
- ✓ **More than 500 union professionals and reps briefed and have an increased understanding of the subject**
- ✓ **Over 70 GAST-G screening tools positively completed for referral to support**
- ✓ **Over 50 Union reps involved in HG WhatsApp Group**
- ✓ **Over 60 employers engaged with the project to date**
- ✓ **Over 10,000 workers covered by the harmful gambling workplace charter**
- ✓ **The development of a harmful gambling workplace toolkit in partnership with both the TUC and WTUC**

# Bet You Can Help (BYCH)



## BYCH Programme

In partnership with Beacon Counselling Trust, the Bet You Can Help online training programme (delivered via the Zoom cloud based video conferencing platform) has been developed and includes:

- A one-day certified course which gives learners enough knowledge and understanding of the subject to discuss with employers and promote the harmful gambling workplace charter. It enables attendees to help identify and screen harmful gamblers; understand how to approach issues and offer information, support and signposting to specialist treatment if required.
- The one-day interactive online course is divided into four interlinked modules and delivered using a range of blended learning techniques. Over 100 people have attended the course and a further 50 people regularly participate in the post-course Harmful Gambling WhatsApp Group.
- Additional support is also available for the growing network of Workplace and Community Connectors. This includes representatives from a wide range of unions, local authorities and other organisations. Learn with Unite are also in the process of securing Ofqual accreditation, with the Royal Society for Public Health (RSPH), for a level 2 harmful gambling qualification.

The BYCH course and complimentary CPD sessions include such topics as:

- Background and context of why harmful gambling is such a growing problem across all generations and communities.
- Facts, figures and evidence highlighting the impact of gambling harms for individuals, families, the NHS, economy and wider society.
- Why harmful gambling is a workplace issue.
- The role of trade unions and employers in supporting staff with gambling related harms.
- The role of the Harmful Gambling Workplace Charter and external support agencies like BCT and ARA.
- The importance of working together to tackle harmful gambling.
- Next steps, information, advice and guidance and other resources



Alison McKensie-Folan  
(Chief Executive, Wigan Council)



Jon Lord (CEO)  
& Andy Bolton (Unite Convenor) Bolton at Home



Graham England  
(ARA)



Sue Mann, Unite Rep &  
Karen Cooper (Blackpool Transport Services)

# CHARTER AGREEMENT

## Step 1: We will make a commitment

- We confirm that there will be a clear commitment from senior leadership 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 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 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 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 our employees who experience gambling related harms and have to take time off work are given appropriate support to help then 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)

# Quotes...



Jon Lord (CEO, Bolton at Home)



Nathan Quarless (Professional Boxer)



David Best (University of Sheffield)

*"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 well being 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



*"Gambling Related Harms" goes wider than the impact on the individual on covers the adverse impacts from gambling on the health and wellbeing of individuals, families, communities and society. We would encourage employers and trade unions to support this charter and work collaboratively to help address gambling related harms at workplace level."*

Neil McArthur, Chief Executive Gambling Commission 2018

*"As a large employer we have a duty of care to support our staff. We recognised we were offering support around mental health, alcohol, domestic violence and other things, but had a huge gap when it came to gambling. We're really proud to be leading this work with our trade unions and supporting our staff and residents in this way. Often it is hard to come forward, or even recognise that gambling is a problem, but by including it in regular conversations with our staff we hope we can break any stigma and help people recognise the signs of it being an issue."*

Councillor Keith Cuncliffe - Wigan Council



# ...This is what we do...



Neil Platt (BCT)



Keith Lewis (Unite)



Stephen Craig (Unite)

*"The Bet You Can Help online training was very informative and interactive. It certainly has improved our knowledge in this area and hopefully how we recognise harmful gambling and help the people we support."*

David Clarke, Programme Manager - DIVERT Lancashire



*"The Bet You Can Help online training programme opened my eyes to the impact of harmful gambling in the workplace. Equipped with a better knowledge and understanding, I have developed a harmful gambling workplace toolkit for Unite union representatives."*

(David Fox, North West Learning Organiser, Unite the Union).

*"For Blackpool Transport, signing up to the harmful gambling workplace charter has given us the opportunity to work collaboratively with our trade unions and provide a supportive culture and environment. The 'Bet You Can Help' training programme and resources will inform our approach and will be invaluable in helping us tackle harmful gambling together. We are holding a special campaign over winter 2020 to kick start awareness and embed support and positive signposting as part of our sustainable well-being offering"*

(Karen Cooper, Head of Stakeholders, Blackpool Transport Services Ltd)



# PARTNERSHIP NETWORK

Some of the organisations involved  
in our harmful gambling network

unionlearn  
from the TUC

learnwithunite  
the UNION

Beacon  
BEACON COUNSELLING TRUST

Usdaw

Active  
Lancashire

EWU  
The communications union

Bolton  
at Home

NHS  
Lancashire &  
South Cumbria  
NHS Foundation Trust

Blackpool  
Transport

Wigan  
Council

CARLISLE  
CITY COUNCIL  
www.carlisle.gov.uk

SOUTHAMPTON  
CITY COUNCIL

BAKERS  
FOOD  
AND ALLIED  
WORKERS  
UNION BFAWU

Aegis  
the union



Wales  
TUC  
Cymru

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VISION, VOICE AND PRACTICE

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recovery for all

BET  
YOU  
CAN  
HELP

## Next Steps...

- Achieve accreditation from the Royal Society for Public Health (RSPH) for the BYCH one-day training course, kitemarking delivery.
- Roll out the wider BYCH training programme both within Unite and across sister unions.
- Increase the number of employers committing to the harmful gambling workplace charter by raising awareness through our network of union representatives and workplace connectors.
- Launch the harmful gambling workplace toolkit in partnership with both the TUC and Wales TUC.
- Continue to monitor and evaluate the impact trade unions and employers are having in tackling harmful gambling in the workplace. Impact studies will be undertaken both through internal reporting and external research in partnership with Gambling Research Exchange Ontario (GREO).
- Enhance the project learning offer through the development of a 'train the trainers' course to help cope with rising demand for courses.
- Build on previous work in reaching out into communities and contribute to the growing network of community connectors.
- Grow the group of stakeholders and promote the BYCH training model through the Gambling Health Alliance (GHA) and our continuous work with culturally linguistic and diverse (CALD) groups both in the workplace and community.

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🌐 <https://beaconcounsellingtrust.co.uk/>

🐦 <https://twitter.com/BeaconLiverpool>

📘 <https://www.facebook.com/BeaconLiverpool>

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Beacon Counselling Trust supporting the...

National Strategy to  
Reduce Gambling Harms

Good Mental Health is the New Wealth

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