



# A Workplace Charter to Reduce Gambling Related Harms



"**Gambling Related Harms** goes wider than the impact on the individual and covers the adverse impacts from gambling on the Health and Wellbeing of individuals, families, communities and society.

We would encourage employers and employees to support this charter and work collaboratively to help address gambling related harms at a workplace level."

**Gambling Commission**



This **Workplace Charter** provides a framework for action to help employers and staff build good practice in health and work in their organisation. The charter supports all types of employers, large and small, from public, private and voluntary sectors.

Harmful gambling can be the causes of, and contributors to, short and long term ill health for a considerable proportion of people of working age. For example, it is estimated that there are in the region of 1.3 million harmful gamblers in the UK and with many times that number experiencing gambling-related harms.

This charter offers practical, evidence based ways in which employers and staff can commit to promoting the health and wellbeing of their workers experiencing gambling related harms. It endeavours to help reduce sickness and absence and support those who want or need to change their relationship with gambling.

Employees are the lifeblood of any organisation. Their health and wellbeing are central to its sustainability. An organisation that supports its employees to make healthier choices and overcome problems with their gambling behaviour is more likely to prosper, through higher productivity, improved staff retention and improved performance.

The business case for supporting employees to make healthier choices relative to harmful gambling is compelling.

A healthier workforce has a positive impact on the productivity and sustainability of organisations. It also benefits society as a whole, by reducing health and social care costs, and the human costs of ill-health.

Harmful gambling makes a considerable contribution to workplace absence. This has a significant cost to business and the economy. The economic burden of harmful gambling is substantial, with estimates placing the annual cost in the UK to be over £1.27 billion.

We require an emphasis on addressing gambling harms as a public health issue and a safeguarding concern.

**Gambling related harms have:**

- Clear links to areas of deprivation and greater health inequalities.
- Increased levels of alcohol consumption (74% drinking 50 units per week).
- Financial and mental health impacts shown as the most significant harms.

Tackling harmful gambling is an issue that employers and staff can work on collaboratively and such combined efforts underpin the approach adopted by this agreement.



The cost of gambling harms in the UK on the public purse is £1.27 billion



The gambling industry spends £1.5 billion per year on advertising



Total gross gambling yield of the gambling industry in the UK is £14.3 billion



Less than 1% of the population contribute to 25% of the gambling industries profits



32% is the market share of the online betting, bingo and casino sector



Almost 1 in 5 adults gamble online in the UK. 50% use laptops and 39% mobile




60% of the industries profits are acquired from 5% of players



Esports betting potential is as big as real-life sports estimated to be \$12 billion globally



98,174 employees work in the UK gambling industry (Sept 2019)



85% of businesses have alcohol & drugs policies but less than 5% have a gambling policy



There are 340,000 adults in the UK identified as having a gambling disorder




Harmful gamblers are 15 times more at risk of suicide than the general public



The National Gambling Helpline receives about 40,000 calls annually



15% of online gamblers have gambled in the workplace in the past four weeks



6 to 10 (4.3 million) people are directly 'affected' by another persons gambling

## The Workplace Charter to Reduce Gambling Related Harms Kitemark

Organisations who commit to the workplace charter are granted permission, licensed and certified to display the workplace charter to reduce gambling related harms kitemark. Once licensed, subject to the terms and conditions of use, organisations are permitted to use the kitemark on their website, publications, emails and signage. The kitemark is awarded to organisations in recognition of their pledge and commitment to support their employees, who may be at risk of, or experiencing gambling related harms (GRH).





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# CHARTER AGREEMENT

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## 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 concerning gambling related harms and risk management in the workplace.
- The senior management team shall seek to communicate with, consult and include trade union representatives and employee forums in building their approach, as appropriate.

## 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 staff 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 relevant staff will receive training that helps them understand and signpost individuals to sources of support in regard to gambling related harms, with key members of staff trained in the 'Bet You Can Help' programme.

## Step 5: We will provide the right support

- We confirm that managers and relevant staff will be trained and confident in recognising gambling related harms and how to hold sensitive, confidential conversations and support colleagues.

## Step 6: We will help people to recover

- We confirm that employees who experience gambling-related harms issues and have to take time off work will be given appropriate support to help them return to work when they are ready.
- Line managers will maintain contact with employees in such situations and, where appropriate, adjustments will be made to help with the employees transition back into the workplace.

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

- Ensure harmful gambling issues are given equal parity to policies regarding drugs and alcohol.
- Employees 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 workforce)

Date .....

# SIGNING THE CHARTER PROCESS

## Step by Step



A CHARTER TO REDUCE  
GAMBLING RELATED HARMS  
IN THE WORKPLACE



## FOLLOW AND CONTACT US

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