

Harmful Gambling Workplace Charter



Sandwell Metropolitan Borough Council takes the health and wellbeing of our employees very seriously. In this regard, the Council will work collaboratively to tackle gambling related harms in the workplace and community.

We will:

- ▶ **Make a commitment** that policies on gambling related harm are central to the organisations approach to health and wellbeing.
- ▶ **Build our approach**, ensuring the senior management team understand, communicate and act on its duty of care and legal obligations concerning gambling related harms and risk management in the workplace.
- ▶ **Promote a positive culture**, ensuring employees feel supported and valued whilst suffering from or at risk of suffering from gambling related harms.
- ▶ **Support and train managers** to help them understand and signpost individuals to sources of support regarding gambling related harms.
- ▶ **Provide the right support**, ensuring managers are trained and confident in recognising gambling related harms and how to hold sensitive and confidential conversations.
- ▶ **Help people to recover**, ensuring that employees who experience gambling related harms, and have to take time off work, are given the appropriate support to help them return to work when they are ready.
- ▶ **Seek parity and handle issues with sensitivity**, ensuring problematic gambling issues are given equal parity to policies regarding drugs and alcohol.