

HELLO

and welcome to the October issue of our Wellness Newsletter.

OCTOBER 2022

HEALTHIER MIND

HEALTHIER FOOD

HEALTHIER BODY

HEALTHIER WORLD

October has snuck up upon us already and given us a fright!

Darker nights and cooler days may be creeping in but, fear not, there's still lots to look forward to. This month's newsletter is full to the brim with wellness events and seasonal articles to keep you feeling your best this October.

October is **Breast Cancer Awareness Month** (1st-31st October) and this year we're raising awareness of **Men's Breast Cancer Awareness Week** (17th-23rd October). We're covering **World Menopause Day** (18th October), including menopause nutrition tips and a special guest article written by Business Director Jeanette McNaughton. We're also looking after our bones for **World Osteoporosis Day** (20th October) and providing advice for stopping smoking for **Stoptober**.

Other events during October include **World Mental Health Day** (10th October) and **National Work Life Week** (10th-14th October) where we'll be discussing work-life balance with Group Manager Sharon Willis. Find out more about **National Cholesterol Month** and try out our heart friendly recipe swaps this autumn.

Last but not least, you can read all about how to have a more sustainable and cost-effective **Halloween** (31st October), as well as trying out our delicious seasonal soup recipe.

Harjeet Moore

Head of People

WORLD MENOPAUSE DAY

18TH OCTOBER

At last, the menopause has gone mainstream, with more and more of us opening up about our experiences.

For so long the 'm' word was rarely talked about, which meant that myths and misinformation were allowed to run wild.

This month, we are lucky to have a guest article written by our very own **Jeanette McNaughton**, Business Director for Hestia East. Jeanette is passionate about making the workplace as supportive as possible for those of us experiencing the menopause. Read on to hear more about Jeanette's experience of the menopause and to find out how you can connect with others...

"The dreaded menopause affects us all in some way, whether it is you personally or your family and friends and that is why we all need to understand what it is, why it happens and what we can do about it.

I have been having symptoms for over four years – some days I feel fantastic and other days I feel like someone else is living in my body... I know it sounds scary and it can be!

The good news is you can get help and at some stage it will stop. Something I have learnt from chatting to others on our 'Let's Chat' group is that we are not all the same and the variety of symptoms is mind blowing but, most importantly, talking about it helps. Sharing experiences and trying out cooling techniques have been life changing!

My promise to my team is that I will never lose a team member because I didn't understand, and I didn't provide the necessary support for the menopause.

'Let's Chat' meet online once a month to share the good, the bad and often the ugly but we laugh, we cry and best of all we realise that we are not alone, and someone is listening...get in touch, we are here for you.'

If you would like to join the **'Let's Chat'** online menopause support group which takes place each month, please contact: Nicola.Bailey@compass-group.co.uk



Jeanette McNaughton
Business Director, HESTIA EAST,
RSME, NTEP, USAF

International **IMS**
Menopause Society
Promoting education and research on midlife women's health



DID YOU KNOW COMPASS GROUP HAS A MENOPAUSE POLICY?

The policy recognises that the menopause is an equality and occupational health and safety issue and that our employees may need appropriate flexibility, support and adjustments during the time of change before, during and after the menopause.

If you're not sure, check with your manager to see if your organisation has a menopause policy.

NUTRITION AND THE MENOPAUSE

Due to hormonal changes, those who have been through the menopause tend to be at greater risk of osteoporosis (a condition where bones become weakened) and heart disease.

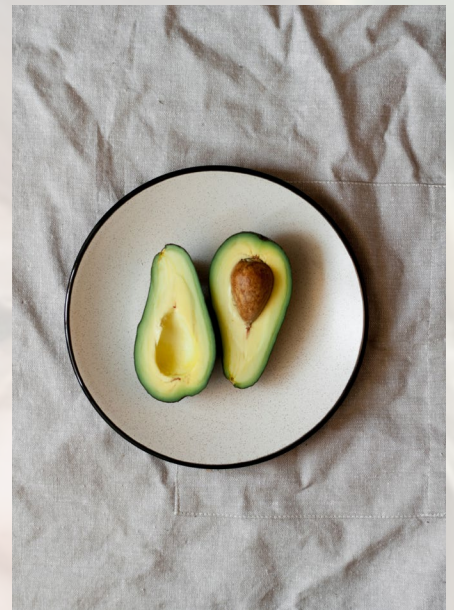
The following lifestyle changes may help to reduce menopausal symptoms, maintain bone density and reduce risk of heart disease:

- Limit alcohol and caffeine as these can make hot flushes worse.
- Aim for 2-3 portions of calcium rich foods (dairy products, green leafy vegetables, plant-based milk with added calcium, and fish where you eat the bones) each day to help maintain bone health.
- Eat a heart healthy diet by eating more unsaturated fats and reducing saturated fat intake:
 - Reduce red and processed meat consumption.
 - Eat more healthy fats from foods such as nuts, seeds, oily fish, avocados and plant oils.
 - Reduce intake of butter and coconut oil and instead opt for olive or vegetable oil.
- Eat at least 5 different varieties of fruit and vegetables each day.
 - 1 portion of fruit and veg is about 80g or one cupped handful.
 - Frozen, tinned and dried tend to be cheaper and also count towards your 5-a-day!
- Some people find that eating foods containing plant oestrogens 2-3 times a day (e.g. soya milk, tofu, edamame beans and linseeds) can help to relieve menopausal symptoms.

Oestrogen is one of the main female hormones.

Oestrogen levels vary throughout the menstrual cycle and fall after the menopause. Phytoestrogens (plant oestrogens) occur naturally in plants.

They have a similar chemical structure to our body's oestrogen, but they do not necessarily behave in the same way.



WELLNESS WEDNESDAY WEBINAR THE MENOPAUSE

HEALTHIER BODY

WEDNESDAY 5TH OCTOBER 14:30-15:00

This month we are shining a light on the menopause.

Despite the fact that the menopause is becoming more widely talked about, many myths and misconceptions about it still exist. Have you ever wondered, what exactly is the menopause? Do you need to change your diet

when going through the menopause? How can you support someone going through the menopause? To find out, click **HERE** to join or head over to our YouTube channel 'WeAreESS' to catch up.

WORLD OSTEOPOROSIS DAY



20TH OCTOBER

While Halloween is fast approaching with scary movies, skeletons and darker nights becoming the norm, this doesn't mean that we should stay in the dark about our own skeletons!

Osteoporosis is a condition where bones become thinner and more porous, and as a result their strength is reduced and they are more likely to break. More than 3 million people are affected by osteoporosis in the UK. The condition affects men and women, but it most commonly occurs after the menopause due to hormonal changes.

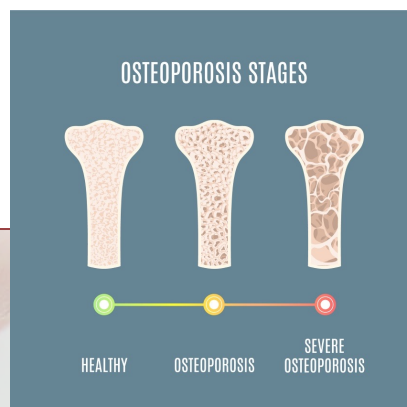
Our bones develop their strength during childhood and early adulthood. The first 30 years of our lives are

crucial to make sure that we have enough calcium and other minerals to support our bones for the rest of our lives. Our bones stop growing in length around our late teens, but the total amount of bone tissue you have – your bone density – continues to increase slowly, until your late twenties.

Take a look at our tips to find out what we can all do at any age to help strengthen our bones or to minimise age-related bone loss.

Bone friendly lifestyle tips:

- Aim to eat a healthy balanced diet, including at least 5 different fruits and vegetables a day.
- Aim to eat 2-3 portions of protein per day such as meat, fish, eggs, beans, lentils or tofu.
- Aim to do some weight-bearing exercises such as walking or running daily as this can help to strengthen the bones on the lower part of our body.
- Aim to eat a variety of foods containing calcium such as low-fat dairy products, green leafy vegetables and soya-based foods. For more information, check out our Q&A section to find out the best plant-based sources of calcium.
- Vitamin D is important for our bone health. All adults should consider taking a daily supplement containing 10 micrograms of vitamin D during the autumn and winter months. Women over the age of 65, those with dark skin, or who have low sunlight exposure should also consider taking a vitamin D supplement of 10 mcg per day all year round.



For more information, head to the **NHS website**.

STOP TOBER

Research has shown that if you manage to quit for 28 days, you're 5 times more likely to stop smoking for good! *.

Have you been thinking about quitting smoking, but it just never seems like the right time? Why not try and quit this Stoptober?

Stoptober is a major annual event to encourage smokers to quit for the month, with the aim of stopping smoking permanently. Thousands of people take part in Stoptober each year, so you don't have to do it alone.

Interestingly, some evidence suggests that smokers are more likely to have a more negative experience of the menopause. They are more likely to have more hot flushes, as well as having more intense symptoms such as difficulty sleeping. Research has also found that post-menopausal smokers are significantly more likely to break or fracture a hip than non-smokers*.

Some people think that the best way to quit smoking is to go cold turkey, without any support. However, only 1% of people who try to quit without any support will be successful. But don't despair, as every attempt takes you one step closer to finally quitting for good.

Even though it is reported that there is a drop in smoking each year, it's important to remember that stopping smoking is hard! Not only can smoking provide temporary relief from feelings such as depression and anxiety but cigarettes are designed to be as addictive as possible (with nicotine thought to be as addictive as heroin and cocaine). Yet so many of us feel like failures if we aren't able to stop by ourselves. If you have been thinking about getting help to stop smoking, this is your sign to go for it.

There are a number of ways the NHS can support you to quit smoking this Stoptober:

- Download the Stoptober app, which shows you how much money you are saving.
- Subscribe to get a daily motivation email to keep you going!
- You can also check out your free local stop smoking services – speak to your GP or pharmacist about how to get started.

Quit smoking this Stoptober: **find the support you need with the NHS.**

Our 'tips to stop smoking' video will be available on the WeAreESS YouTube channel from mid-October, click **HERE** to be one of the first to watch!

BREAST CANCER AWARENESS MONTH

Breast cancer affects everybody!



October is **Breast Cancer Awareness Month**, with the 3rd week of October being **Men's Breast Cancer Awareness Week**. Breast cancer is often thought of as something that only affects women, but did you know that men can get breast cancer too?

Many people don't realise that men can develop breast cancer, however both women and men have breast tissue and the symptoms, diagnosis and treatment of breast cancer are actually similar in both.

Although breast cancer in men is relatively rare compared to women, many men are still affected by breast cancer:

- Approximately one man is diagnosed with breast cancer every day.
- 93 men died from breast cancer in the UK in 2018, that's almost two every week.
- About 1% of breast cancer cases in the UK are in men.
- Research shows more than half of men have never checked themselves for symptoms of breast cancer.

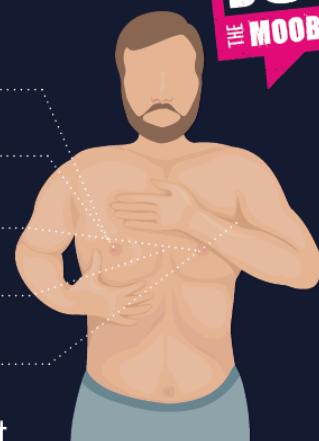
Breast Cancer UK, Cancer Research UK, Walk the Walk- YouGov

The single biggest risk factor for male breast cancer is getting older. Most breast cancers are diagnosed in men between the ages of 60 and 70. Although all men produce small amounts of the hormone oestrogen, high levels of the hormone have been linked to a higher risk of breast cancer. High oestrogen levels can occur in

men who are very overweight, men with chronic liver conditions, such as cirrhosis, and some other genetic conditions. The majority of men don't realise they need to be aware of what is going on with their chest but it is recommended that both men and women check their chest area for signs of breast cancer each month.

Symptoms can include:

- A usually painless lump
- Inverted/retracted nipple
- Oozing/bleeding from nipple
- A rash on nipple area
- Skin ulcer on the chest
- Lump/swelling in armpit
- Changes in size/shape of chest



References: macmillan.org.uk, cancerresearchuk.org

#ChestCheck

AGAINST
breast cancer

If you are concerned about cancer, it's important to make an appointment to see your GP as soon as possible or call 111. For more information and support for breast cancer, head to **Macmillan**.

WORLD MENTAL HEALTH DAY



10TH OCTOBER

The World Health Organisation recognises World Mental Health Day on 10th October every year.

The theme of 2022's **World Mental Health Day**, which is set by the World Federation for Mental Health, is 'make mental health and wellbeing for all a global priority'.

For so long, mental health organisations have been working hard to make sure that mental health is treated on par with physical health. As a society, we are making progress, but we still have a long way to go. For too long, mental health has not been prioritised, with rates of mental illness increasing year on year. The COVID-19 pandemic is thought to have fast forwarded the global mental

health crisis even further. According to the World Health Organisation (WHO), it is estimated that anxiety and depression rose by more than 25% in the first year of the pandemic alone.

Pandemic or not, mental health problems exist in all our lives, whether it be through our families, workplaces and communities, or all of the above. We need to do as much as possible to prevent mental illness – as individuals, workplaces and as a society. We can do this by reducing the factors known to pose a risk to mental health, whilst enhancing those known to protect it.

As well as being an opportunity to refocus our efforts to protect and improve mental health around the world, World Mental Health Day is also a chance to talk about mental health in general, how we need to look after it, and how important it is to talk about things and get help if you are struggling. To find out more, join our upcoming live panel (details below).

ESS WORLD MENTAL HEALTH DAY LIVE PANEL



MONDAY 10TH OCTOBER

Our mental health is important every day of the year, however we are reminded of its significance every year on 10th October- World Mental Health Day.

On Monday 10th October we are holding a live panel discussion with **Harjeet Moore**, Head of People, **Evan Judge**, Senior HSE Manager, **Abigail Kimber**, Mental Health First Aid England and **Keith Smith**, Mental Health First Aider Instructor. They will be discussing accessibility to mental health support.

What is available and where to seek support?
Click [HERE](#) to watch the live stream at 14:00.

You can catch up on all of our Mindful Moment live panel discussions on our '**WeAreESS**' YouTube channel. Don't forget to subscribe to make sure you don't miss out on future videos!

NATIONAL WORK LIFE WEEK

10TH-14TH OCTOBER

National Work Life Week provides the perfect opportunity to put a spotlight on the importance of having a work-life balance and the positive effect that this can have on an individual's health and wellbeing.

Recent research has highlighted that over half of UK employees report that their work regularly eats into their personal life. The pandemic has made many of us re-evaluate our priorities, with research showing that 67% of employees have found what they want in terms of a work-life balance has changed since the start of the pandemic*. One of the biggest changes that has come about due to the pandemic is the desire for flexible and hybrid working patterns.

Having a healthy work-life balance will mean different things to each of us. There are no specific criteria for

what a healthy or unhealthy work-life balance is. However, here are some signs which could indicate that you are striking a healthy balance between your personal life and your work life:

- You are feeling content and fulfilled in your work and personal life.
- You are able to get your work done, whilst still having energy to see loved ones and take part in hobbies.
- You are managing to sleep properly and eat well.
- When you are off work, you feel able to relax and are not preoccupied with thoughts of work.

If some of these are not resonating with you, it could be a sign that your work-life balance may be a little bit off kilter.

To find out more about work-life balance and how you can try to achieve a balance that works for you, head to the **Mental Health Foundation**.



WORK LIFE BALANCE: A CATCH UP WITH...



This month, **Heidi Wright** - Nutrition & Wellbeing Engagement Officer, caught up with **Sharon Willis** - Group Manager,

ESS Government Services to talk all about managing expectations to achieve a healthy work-life balance.

Hello Sharon, thanks so much for talking with us today. Could you tell our readers a little bit about your role and what a typical day might look like for you?

As a group manager, I am a mobile worker overseeing 7 police sites within a variety of contracts. I plan site visits for up to 3/4 days a week leaving at least 1 day a week for me to catch up on admin and projects. When visiting sites, I try to have a quick catch up with the clients just to see how things are. I will then spend time with the manager, looking at the offer, talking to the team, completing a safety walk

and helping with any issues. I then draw up an action plan for the team to work on until my next visit.

Why is it important to you to maintain a good work-life balance?

If I don't allow any time for my home and personal life, I burn out and get overwhelmed.

Have you ever struggled with your work-life balance?

Not really - I have always communicated to my team the importance of switching off and setting the expectations regarding when you are available and when you are not. I never call my team when they are off, and I get this respect back.

Although Teams meetings have been a life saver during the pandemic, sometimes you can find yourself forever on calls throughout the day. I have learned to decline calls if they are outside of my normal working

day as my day usually starts early so I won't accept meetings after a certain time. I will always take a lunch break and make sure that I move to another room and sit down properly for lunch. This really helps to break up the meetings and takes me away from the screen.

What would be your top tip to someone who may be struggling to maintain a work-life balance?

It's okay to tell people when you will not be available. We all work different hours/days so it's just about communicating what works for you.

Earlier this year, the Nutrition and Wellbeing Team delivered a Wellness Webinar all about boundaries and work-life balance. To catch up, head to our YouTube channel by clicking **HERE**.

NATIONAL CHOLESTEROL MONTH

National Cholesterol Month takes place each October and the campaign is designed to create awareness and increased understanding of cholesterol and the associated health implications.

The campaign encourages everyone to take control and find out more about their own cholesterol as well as learning all about how to keep a healthy balance.

Cholesterol is a fatty substance which is needed by the cells in our body. However, too much cholesterol in the blood can lead to a build-up in your arteries, putting you at increased risk of heart problems. High cholesterol is mainly caused by regularly eating foods that are high in saturated fat, not exercising enough, smoking and

drinking alcohol*. It is so important to be aware of our cholesterol levels because high cholesterol does not tend to cause symptoms until it is too late. The only way to find out your cholesterol levels is by having a blood test.

Eating a healthy balanced diet that is low in saturated fat and high in fibre is a great way to keep your cholesterol levels healthy. Check out our recipe swaps below to help you and your loved ones maintain healthy cholesterol levels.



CHOLESTEROL FRIENDLY RECIPE SWAPS

Spaghetti Bolognese	→	Use 50% lentils and 50% reduced fat mince, as well as wholegrain spaghetti.
Bangers & Mash	→	Grill reduced fat sausages, mash potatoes with margarine, serve with a side of vegetables.
Chicken Curry	→	Cook with vegetable oil, remove the skin from the chicken, use natural low-fat yoghurt instead of coconut milk, serve with brown rice.

If you are worried about your cholesterol, make sure to book an appointment with your GP.

HALLOWEEN

The scariest part of Halloween is the sheer amount that we waste each year!

It is estimated that each year in the UK around 2,000 tonnes of plastic waste (equivalent to 83m plastic bottles) is generated from Halloween costumes alone*. But the horrors don't stop there. It is estimated that more than 8 million pumpkins will go to waste each year after Halloween in the UK, with 80% of shoppers not considering a pumpkin's main use to be as a food item. And then there's all the party food that goes to waste!

Not only is all this waste bad for the planet but it's bad for our banks too. Reportedly, the average family of three is estimated to spend around £120 on Halloween costumes each year, with more money being spent on Halloween every year as the occasion grows in popularity*. With this in mind, we have come up with some more environment and budget friendly tips to help you have a spooktacular time this Halloween:

- Often children have better imaginations than us adults - have fun going through your child's wardrobe together and ask them what fun costume ideas they can come up with!
- Base costumes on clothes that can be accessorised into a Halloween costume but can also be used the rest of the year, e.g., a stripey top or a black skirt.
- Opt for decorations that can be reused each year, e.g. seasonal bunting and plates, fabric Halloween bumping and ceramic ornaments, rather than single use items like balloons. These may cost slightly more at first, but they will save money, time and waste in the long run.
- Avoid costumes that require fake blood, which stains clothes and sends them straight to landfill.
- Buy second hand Halloween costumes. Check out your charity shops, local social media pages and second-hand clothing apps.
- Get ahead and start searching for your outfits off-season or just after

Halloween to grab a bargain!

- Make sure to recycle any fabrics you will be throwing away (not stained). You can do this at your local recycling centre or even at a number of large clothing retailers.
- Donate Halloween costumes that you no longer use to local charity shops.
- Only buy Halloween treats that your family enjoys, so that even if they aren't all given out to trick or treaters, nothing ends up going in the bin.

PUMPKIN TIP

If you are carving a pumpkin this year, don't throw away the seeds! Keep the seeds and dry them out in a cool, dry spot for about a week. Store your seeds in an envelope ready to plant next year. Or you could roast the seeds for about 8-10 minutes on 200 °C/ 180 °C fan/gas mark 6 and sprinkle over your soup for added crunch and a boost of healthy fats!

SEASONAL SQUASH SOUP

If you don't fancy eating this right away, it can be stored in the freezer for up to 2 months!

Serves 2

Ingredients

- 1 medium sized carrot
- 1 garlic clove
- 1 medium sized potato
- 1 red pepper
- half a butternut squash or half a medium sized pumpkin
- 150ml milk (approx. half a mug)
- half a vegetable stock cube
- 1 tsp oil
- 200ml hot water (approx. 3/4 of a mug)
- small pinch of black pepper
- small pinch of chilli flakes (optional)

Each 570g portion contains

Energy 220kj 926kcal	Fat 2.3g	Saturates 0.9g	Sugars 19g	Salt 1.2g
11%	3.6%	5%	21%	20%

of an adult's reference intake
Typical values (as sold) per 100g:39kj/163kcal



Method

- 1 Peel and deseed the squash and red pepper and cut into 1cm small cubes.
- 2 Cut the potatoes and carrots into 2cm small cubes.
- 3 Peel, crush and chop the garlic.
- 4 Make the stock by diluting the stock cube with hot water.
- 5 Using a large saucepan, add the oil and heat gently, then add the squash, potato and carrot, cook for 10 minutes until slightly softened.
- 6 Stir in the red pepper and cook for 5 more minutes.
- 7 Add the stock, black pepper and chilli flakes and simmer gently (uncovered) for 10 minutes.
- 8 Stir in the milk and cook for a further 10 minutes uncovered, to thicken.
- 9 Blend or mash until it reaches your desired texture, serve and enjoy!

Q&A



If you have a nutrition or wellbeing query that we can help with, send us an email at ess.wellness@compass-group.co.uk!

Q: I am worried about getting osteoporosis in the future because I don't eat dairy products. What should I be eating to make sure I am not missing out on nutrients?

A: Dairy products are excellent sources of calcium, phosphorus and protein that are important for our bone health. However, if you are not able to consume dairy for any reason, you can get these nutrients elsewhere too.

The best non-dairy sources of calcium include calcium fortified (meaning calcium has been added*) plant-milks, yoghurts, desserts, cheese and breakfast cereal. As well as tofu, small fish (with bones) such

as sardines, pilchards, anchovies or whitebait and vegetables such as kale and broccoli.

If you struggle to eat these foods regularly, you should consider taking a daily calcium supplement providing 400-600mg of calcium. Preferably one that also contains 10ug of vitamin D, as this helps our body to absorb the calcium. If you have been diagnosed with osteoporosis, your doctor will advise you on which supplement you should be taking.



*Always check the ingredients list to make sure that dairy alternative products have been fortified with calcium.

HEALTH INITIATIVES ESS WELLNESS WILL BE FOCUSING ON NEXT MONTH

National Stress Awareness Day
2nd November

Self-Care Week
14th-20th November

World Diabetes Day
14th November

Alcohol Awareness Week
18th-25th November

November
1st-30th November

ASK YOUR NUTRITION SPECIALISTS & WELLBEING PARTNER

WELLNESS

Ask anything to do with nutrition, health and wellbeing.

Drop us an email and we will get back to you as soon as possible.



Harjeet Moore

Chartered FCIPTD, MScHRM
HEAD OF PEOPLE
(WELLBEING PARTNER)



Leanne King

BSc (Hons), PGCE, RNutr
ESS HEAD OF NUTRITION
AND WELLBEING



Katrina Francis

BSc (Hons), ANutr, REPS Level 2
NUTRITION AND WELLBEING
ENGAGEMENT OFFICER



Heidi Wright

BSc (Hons), MSc, ANutr
NUTRITION AND WELLBEING
ENGAGEMENT OFFICER

If you have any queries, email and ask your ESS Nutrition and Wellbeing specialist at: ess.wellness@compass-group.co.uk
Subscribe to **WeAreESS** YouTube channel and follow **WeAreESS** on Instagram.

© 2021 Compass Group Holdings PLC. All rights reserved.



CHECK OUT WELLNESS ON OUR NEW YouTube CHANNEL

Improve your Wellness by watching videos from our registered ESS Nutrition & Wellbeing Team.

Also follow us at **WeAreESS** on Instagram.

WELLNESS



© 2020 Compass Group Holdings PLC. All rights reserved.