



"MOST OF THE TIME I WORK AT NIGHT"
BOB DYLAN

EAT TO SLEEP

TICK TOCK
TICK TOCK

WONDERS OF THE NIGHT...

UNIQUE SUPPORT

FOR NIGHT WORKERS

Zzzzzzz

12%

15%

50%

WORK
OUTS
WORK

THE LIMINAL SPACE

OPEN 23 MAY
- 21 JUNE 2018

MAY
2018



This programme is one of the most innovative initiatives I've seen in the Co-op."

**Steve Murrells,
former CEO, Co-op**



WHAT IS NIGHT CLUB?

Night Club is a unique initiative that brings **SLEEP EXPERTS** into the workplace to help workers and employers create a **BETTER** and **HEALTHIER** experience of **WORKING AT NIGHT**.



INTRODUCING NIGHT CLUB

THE
LIMINAL
SPACE



SCNi

Sleep and Circadian Neuroscience Institute

over
14,000
workers
supported

over
40
employer
partners



CORE NIGHT CLUB CURRICULUM

Night Club sessions bring sleep experts into the workplace (normally in-person and at night) to run highly-engaging workshops centred around **5 AREAS FOR BETTER SLEEP**:



CHRONOTYPE



ENVIRONMENT



LIGHT



DIET & EXERCISE

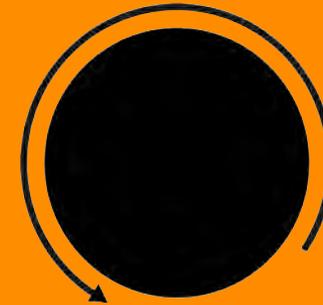
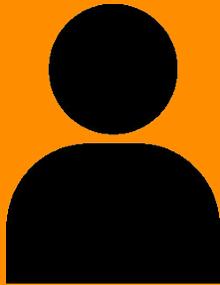


MENTAL HEALTH



HOW WE WORK

Night Club addresses the issues faced by people who work at night by tackling them at three levels:



INDIVIDUAL:

Supporting people to improve their sleep and wellbeing.

ORGANISATIONAL:

Sharing feedback and helping employers make positive changes.

SYSTEMIC:

Influencing national action for people who work at night.



FEELING VALUED

80% of participants said that Night Club shows their employer has a positive interest in their health and wellbeing.

ENGAGING

89% of participants would recommend Night Club to their colleagues.

EMPOWERING

80% agree that they are confident they can make changes to improve the quality of their sleep following the Night Club programme.

INFORMATIVE

90% of participants learnt something new about how to improve their quality of sleep.

DIET & EXERCISE

THE SCIENCE



...me to Night Club
...people are working at nig
...ever before. This can be ve
...ult for the mind and body,
...shift workers often comm
...difficulties with sleep.
...ve improve the exper
...ing nights?
Club

Alertness Tracker

“Indications are that the programme has already improved retention rates and employee engagement”

Sysco GB



COUNT
DOWN
TO NIGHT
CLUB

WORK
OUTS
WORK

EMERGENCY?

DREAM SLEEP

🎧	🎵
🌙	👤
🔊	🌟
🎮	🎮

HOW
DID YOU
SLEEP LAST
NIGHT?



“Having Night Club shines the light of gratitude on our shift workers, it shows them they are as important as anyone else”

Karim Belkeid,
Housekeeping Manager, Guy's
Hospital

WHAT IS YOUR DREAM SLEEP?
Take some time to engage all the elements that would be needed to power your dream sleep. Select and tick the 3 most important elements to you.

 COMFORTABLE	 DARKNESS
 QUIET	 CLEAR HEAD
 TEMPERATURE	 HUMID

You can trick your body into changing its hours - but it will always revert back when exposed by daylight.

As exposure to light shifts, your body's internal clock will adjust to the new schedule.

AN INTERNAL EVERY CELL BODY WHICH CALLED BY THE CELLS IN YOUR ENDINGS

WARD OFF INSOMNIA

SLEEP IS ESSENTIAL FOR ESSENTIAL

8-HOURS KIP A NIGHT?
WE ARE ALL DIFFERENT. EACH OF US HAS OUR OWN NATURAL SLEEP NEED THAT IN ADULTS USUALLY RANGES FROM AROUND 7-9 HOURS. WHAT'S YOURS?



THE CHALLENGE OF WORKING AT NIGHT: BUSINESSES

Businesses that employ night workers ...

£52bn

economic cost of
sleep deprivation in
the workforce *

20-30%

higher accident
rate on the night
shift

**Recruitment,
retention and
absence**

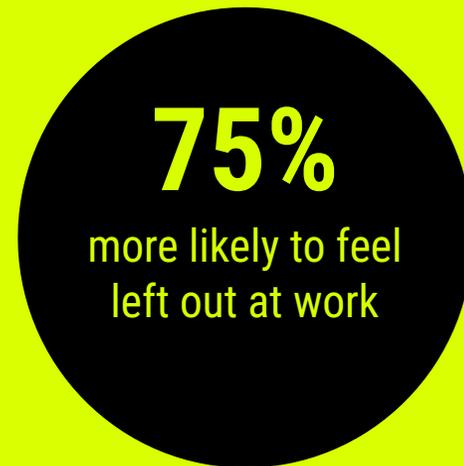
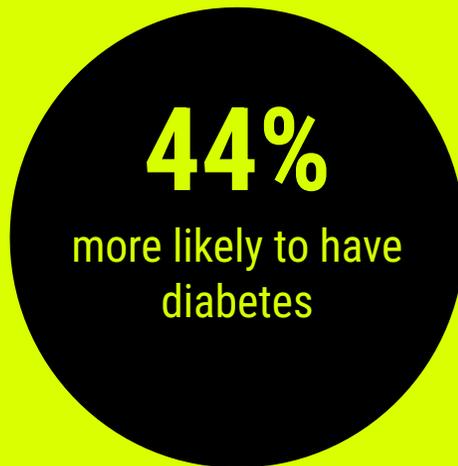
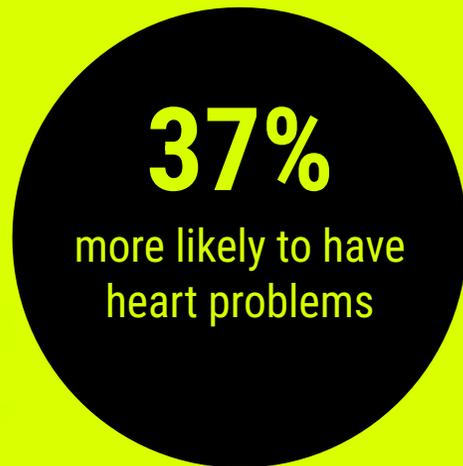
challenges reported by
business leaders

*...made up of productivity
losses (£35bn) and
health/care costs (£17bn)
.. of which £20bn is from night
workers

THE CHALLENGE OF WORKING AT NIGHT: INDIVIDUALS

8.7 million in the UK regularly work at night.

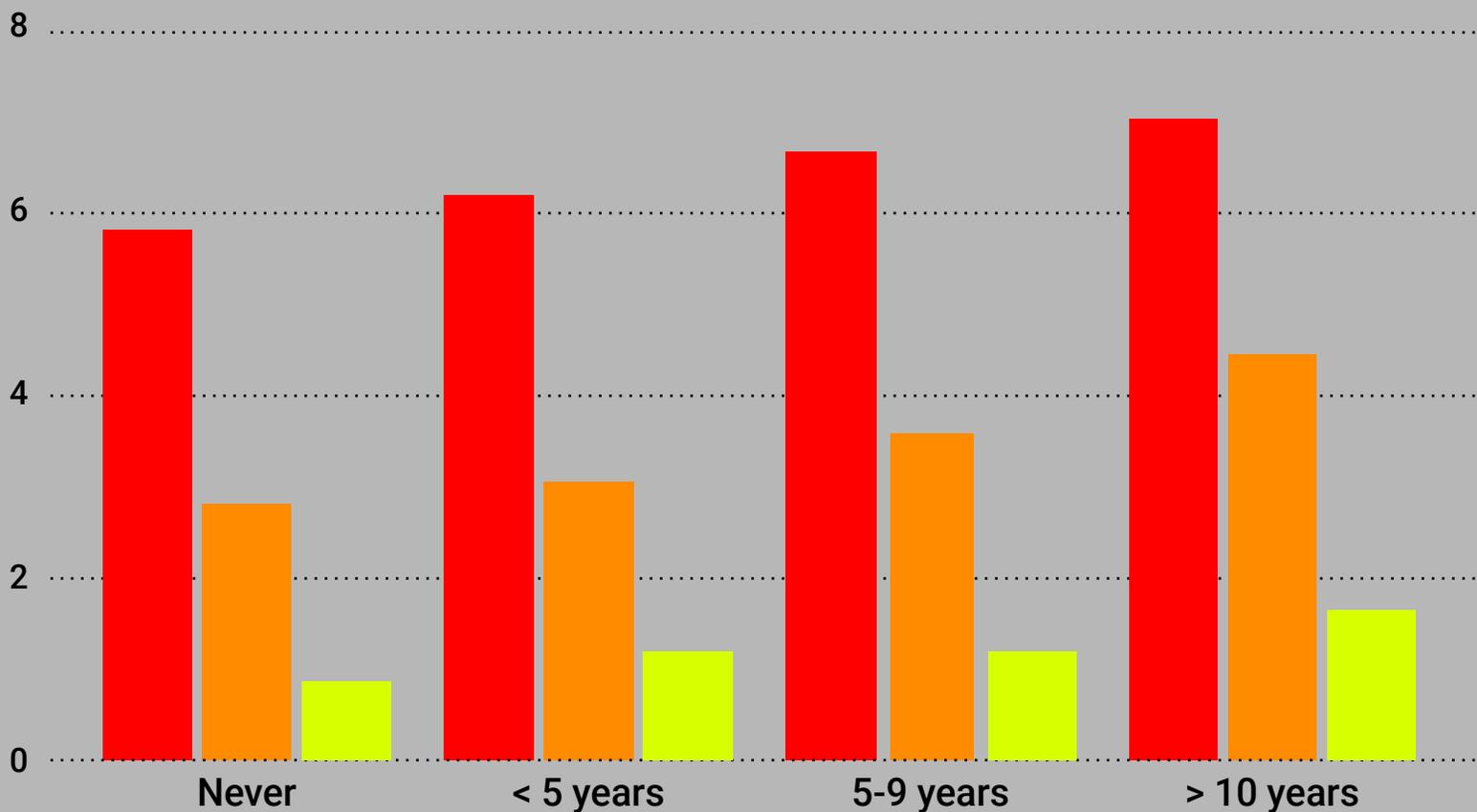
Night workers are...



... than day workers

LIFESTYLE CHANGE IS POWERFUL

Hazard Ratio of Type 2 Diabetes*



UNHEALTHY LIFESTYLE SCORE

- <1** Good
- 2** Intermediate
- >2** Bad

Shan et al. (2018)

Duration of night shift work



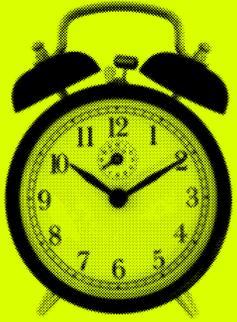


BRIGHT NIGHTS

*SUPPORTING HEALTHY, ENGAGED
AND PRODUCTIVE NIGHT WORKERS*

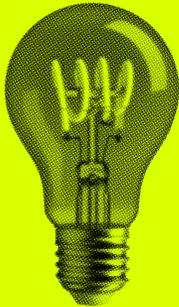
DESIGN HEALTHIER PRACTICES

Four key areas of focus:



SCHEDULING

setting shift workers up for success by thinking holistically about how you design rotas



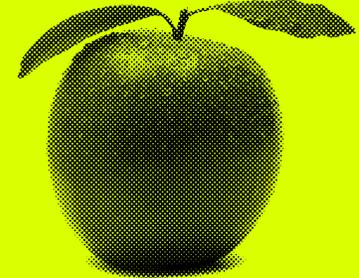
WORK ENVIRONMENT

creating a welcoming, safe and productive workplace after dark



HEALTH AND WELLBEING

taking a preventative approach to worker health



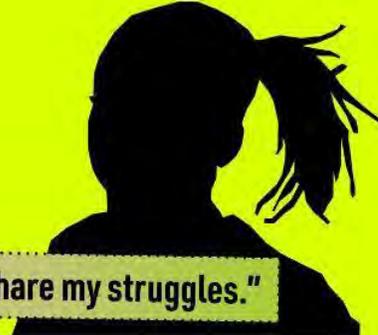
NUTRITION

keeping shift workers well by supporting good food and drink choices

ADDRESSING LEADERSHIP AND CULTURE

59%

of night workers feel their work is unappreciated



"I'm scared of being penalised if I share my struggles."

PRIORITISE VISIBILITY AND RECOGNITION

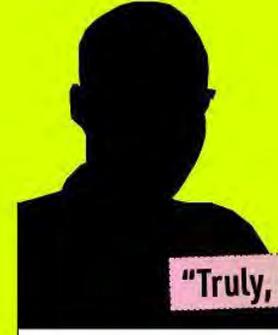


"I can feel isolated both from my company and wider society."

BREAK THE STIGMA AROUND DISCUSSING FATIGUE

56%

of night workers say their point of view is not listened to



"Truly, night shift is the forgotten shift."

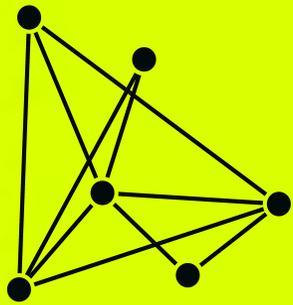
FOSTER CONNECTION AND COMMUNITY



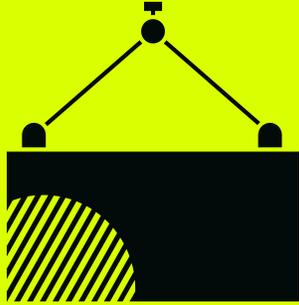
"The nights team feel like second class citizens."

SEEK PARITY IN TREATMENT, SUPPORT AND SERVICES

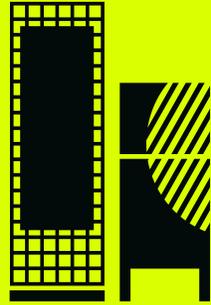
NIGHT CLUB'S OFFER



Consulting



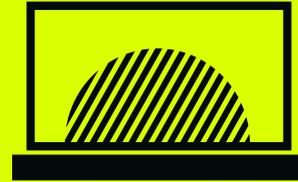
Max



Flex



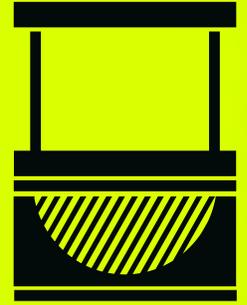
Mini



Online

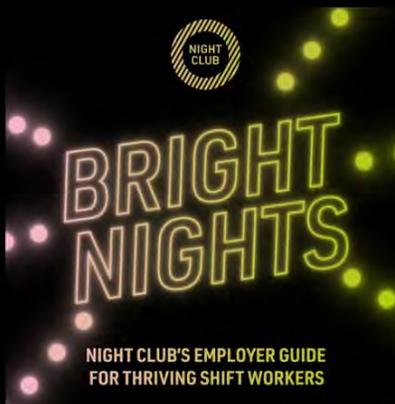


Sleep Champions



Events

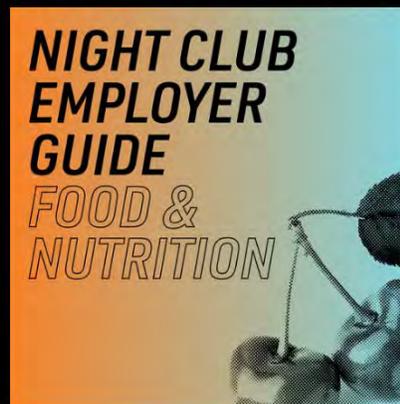
NIGHT-CLUB.ORG/RESOURCES



BRIGHT NIGHTS EMPLOYER GUIDE

Our new employer guide combines science, new research, frontline feedback and employer insight. The 28 page guide is packed with information about the effects of shift work, and inspiration and practical guidance for employers to better support healthy, engaged and productive night workers.

[DOWNLOAD OUR FREE GUIDE](#)



NIGHT CLUB EMPLOYER GUIDE – FOOD AND NUTRITION

A balanced diet is so important in combating the risk of certain health conditions that night workers are more susceptible to, which is why nutrition is a key focus of our Night Club sessions.

Here is a 5-step guide explaining where to start with supporting your team's nutrition and an informative digital flyer for distribution to your staff.

[DOWNLOAD OUR FREE RESOURCE](#)

NIGHT CLUB EMPLOYER GUIDE WINTER FOCUS

The longer nights and shorter days make this time of year particularly challenging for night workers. The good news is there are lots of simple things that can be done by you, their employers, to ensure the wellbeing of your staff – from practical advice about lighting and food to some more nurturing ways to show you care.

[DOWNLOAD OUR FREE RESOURCE](#)



NIGHT CLUB'S EVIDENCE & PROGRESS

This new report brings together fresh research and interviews, sharing what we've learnt while delivering this unique initiative across the UK.

We have put the experiences of night workers front and centre – exploring what support night workers need, outlining practical changes employers have made, and detailing progress towards essential change at a policy level.

[DOWNLOAD OUR FREE REPORT](#)



GET INVOLVED

“Night Club is one of the most innovative initiatives I’ve seen.”

STEVE MURRELLS, FORMER
CEO of Co-op

info@night-club.org