



**Wellbeing in the Workplace:
The Role of Landscape**

The Problem

Mental Health

In England, the model predicts that up to **10 million people (almost 20% of the population)** will need either new or additional mental health support as a direct result of the crisis.

Centre for Mental Health Oct 2020.

Physical Health

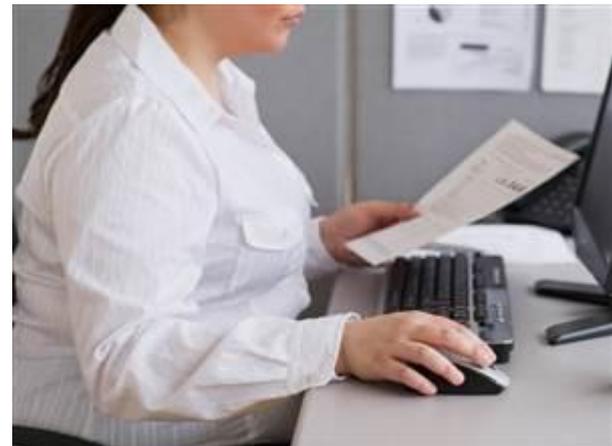
The **majority of adults are overweight or obese**; 67% of men and 60% of women. This includes 26% of men and 29% of women who were obese.

NHS Statistics on obesity, physical activity and diet, England 2020.

In England: **1 in 3 men** are not active enough for good health

Almost **1 in 2 women** are not active enough for good health.

Chief Medical Officer 2020.



The Answer?

Access to green and open spaces include the following benefits:

- ▶ Reduced levels of obesity
- ▶ Higher levels of physical activity
- ▶ Improved mental health
- ▶ Increased levels of companionship, sense of identity and belonging.
- ▶ Decreased levels of blood pressure, heart rate and stress.

“If **physical activity** were a drug, we would refer to it as a **miracle cure**, due to the great many illnesses it can prevent and help treat.”

UK Chief Medical Officers' physical activity guidelines.



Why is Wellbeing in the Workplace Important?

- ▶ Increased staff commitment and productivity
- ▶ Better staff retention
- ▶ Reduced sick leave and absenteeism
- ▶ A more resilient workforce
- ▶ An enhanced reputation

“Employee satisfaction improves the financial performance of companies.”

Research by Glassdoor, 2018 analysing 35,000 ratings.



Good Landscape Design

We need to consider the design of landscape from the **outset**, rather than just ‘greening’ at the end of a project.

A 2015 UK study specifically looking at the value of greenspace at science park workplaces found that both their **use and visual access from indoors support employee wellbeing.**

“Landscapes should not be addressed as an afterthought since its function clearly go beyond the aesthetic.”

Workplace settings and wellbeing: Greenspace use and views contribute to employee wellbeing and pen-urban business sites, The James Hutton Institute, June 2015.



What Needs to Change?



- ▶ *Drive by landscapes*
- ▶ *Little seasonal interest*
- ▶ *Minimal biodiversity*
- ▶ *Minimal occupier wellbeing benefits*

What Needs to Change?



- ▶ *'People' focused landscapes which create a positive emotional response.*
- ▶ *Space for collaboration and 'chance' conversations.*
- ▶ *Improved business branding*
- ▶ *Supporting Biodiversity Net Gain (seasonal interest)*
- ▶ *Supporting vibrant communities*

What Needs to Change?



- ▶ *Prioritising cars over pedestrians*
- ▶ *Minimal biodiversity*
- ▶ *Little seasonal interest*
- ▶ *Does not encourage people to interact with landscape*

What Needs to Change?



- ▶ *'People' focused landscapes; pedestrians over carparking.*
- ▶ *Encouraging occupiers to interact with their landscape.*
- ▶ *Improved business branding*
- ▶ *Supporting Biodiversity Net Gain*
- ▶ *Seasonal interest*

What Needs to Change?



- ▶ *Disjointed landscape*
- ▶ *Under-utilised land*
- ▶ *No seasonal interest*
- ▶ *Minimal biodiversity*
- ▶ *Does not encourage people to interact with their environment in a positive way*

What Needs to Change?



- ▶ *'People' focused landscapes; sports hub with breakout space ie. Encouraging meeting friends, before using the courts.*
- ▶ *Supporting a vibrant community*
- ▶ *Attractive setting for those looking down on the facility.*
- ▶ *Supporting Biodiversity Net Gain*
- ▶ *Seasonal interest*

Even Where Space is Limited...





LANDSCAPE ARCHITECTS

Seeing **landscapes** differently