

Reducing Gambling Harm in the Workplace

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Aims of the Session

Develop an awareness of the signs of problem gambling

Develop confidence about supporting employees affected by gambling harm.

Develop an awareness of the support available for managers, and also for employees affected by gambling harm.

Recognise the importance of using appropriate policy and process to reduce gambling harm.

Why do you think people might gamble?

Because it's exciting/for the thrill

It's entertaining

If I gamble enough it will pay off eventually

I make friends when I gamble

Gambling is a way to make money

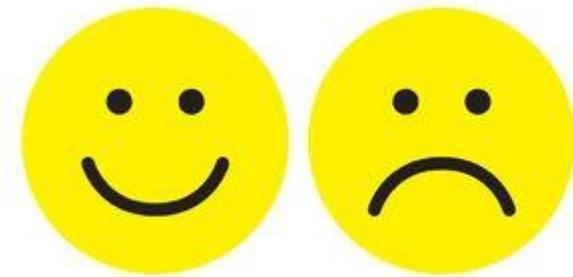
It makes me forget about everything else

Gambling Continuum



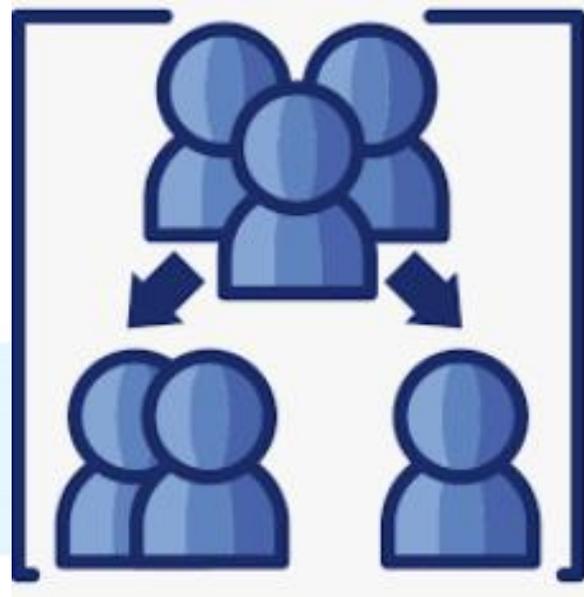
learn.problemgambling.ca

Signs of Problem Gambling



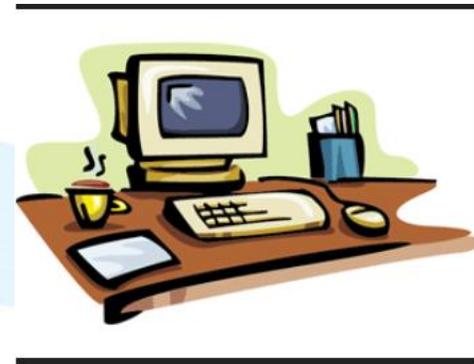
Breakout Room 1

How can problem gambling affect a person at work?



Why should workplaces care about gambling harm?

- Impacts on employee mental health
- Reduced productivity and results
- Increased employee sickness and other absence
- Theft and fraud
- Damage to reputation
- Duty of care and ethical standards
- Healthy workforce



Affected Others

- 6-10 other people are affected per gambler
- Up to one million Scottish people could be affected by someone else's gambling harm
- 82% stated their work/education was impacted
- Reduced work performance and missing work

Community ↔ **Workplace**

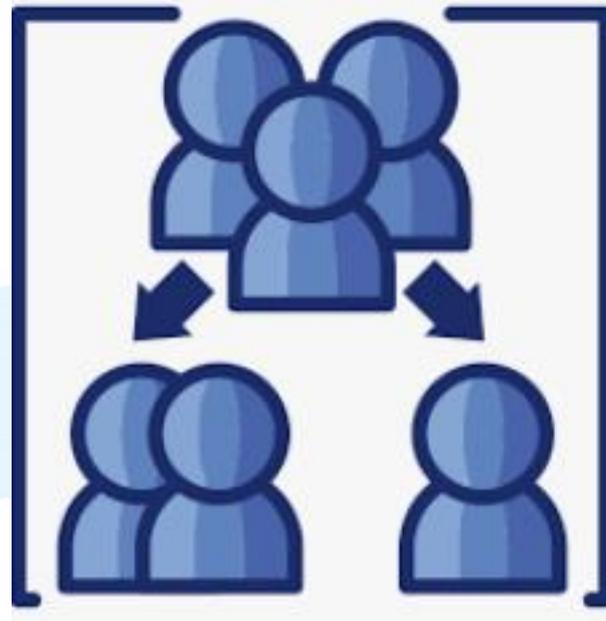
Working From Home and Gambling in the Age of COVID

- Technology means, people can bet 24/7, from home and from work
- Boredom, loneliness and isolation of working from home
- Online gambling and gaming exploded during lockdown
- Gambling ads are everywhere



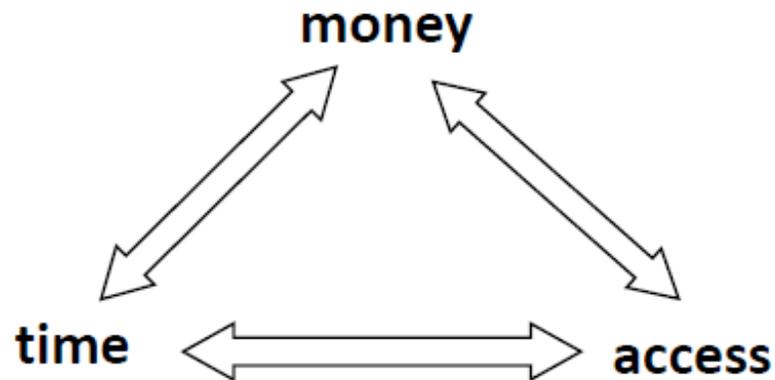
Breakout Room 2

How can colleagues/managers/workplaces support a co-worker affected by gambling harm?



Supporting Staff Affected By Gambling Harm/Early Interventions

- Workplaces are great sources of support
- How to start a conversation about gambling behaviour/harm?
- Seek the advice of a professional support service – do not lend money.



Workplace Policies to Reduce GH

Sheffield City Council's Guidance for Problem Gambling

What is problem gambling?

Aims

Managers' responsibilities

Reasonable adjustments

Affected Others

Support Services

Risk Assessments



Workplace Gambling Charter

WORKING TOGETHER TO
TACKLE GAMBLING RELATED
HARMS IN THE WORKPLACE
& COMMUNITY



GAMBLING
COMMISSION



BeGambleAware®



- Making a commitment
- Taking actions
- Training and support
- Time to recover
- Confidentiality and sensitivity

Available Support/Resources

GamCare (Scotland)

<https://www.gamcare.org.uk/> & <https://www.gamcare.org.uk/get-support/find-local-treatment/gamcare-scotland/>

Citizen Advice Bureau

<https://www.citizensadvice.org.uk/scotland/debt-and-money/get-help-with-gambling-problems/>

Unite Gambling in the Workplace Charter

<https://www.unitetheunion.org/media/2514/unite-gambling-in-the-workplace-charter.pdf>

Gamblers Anonymous Scotland & Gam-Anon

<https://gascotland.org/> & <http://www.gamanonscotland.org/>

NHS

<https://www.nhs.uk/live-well/healthy-body/gambling-addiction/>



thank
you!