# LONELINESS AND THE WORKPLACE

TLC
The Loneliness Campaign
North Yorkshire

Loneliness in the workplace can have significant implications to staff morale and wellbeing. It can even affect productivity and performance. It should be a priority for all workplaces to combat loneliness through fostering meaningful connections at work and reducing the stigma surrounding loneliness to enable open and honest conversations.

45% ADULTS (AGED 16+) WILL EXPERIENCE LONELINESS IN THEIR LIFETIME
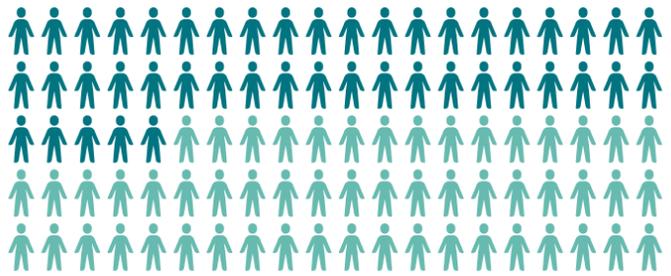
6% FEEL CHRONICALLY LONELY

39% SOMETIMES FEEL LONELY

54% HARDLY OR NEVER FEEL LONELY

Loneliness during the pandemic

16-24 year olds

25-39 year olds

Over 70s

0   20   40   60

% age of age group
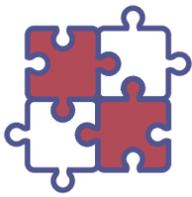
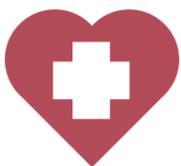16-24 year olds have been more lonely than older people during the pandemic.

Possible effects of loneliness in the workplace

Negative impact on team working

Higher staff turnover

Increased sickness levels

Reduced productivity & job performance

Increased workplace stress

Less ability to learn new skills & resilience

When does workplace loneliness occur?

During times of transition, including:
- starting a new job
- new colleagues
- new work role

Workplace pressure or stress, including:
- poor work/life balance
- remote/shift working
- technology (communicating via emails rather than face to face)
- workplace culture

Change in personal circumstance, including:
- becoming a new parent
- new caring role
- bereavement
- financial difficulties

Improving social connectedness at work

Workplace culture matters

- Have a buddy or mentor system for new employees
- Remove the stigma of loneliness
- Encourage employees to talk about it
- Build in social spaces

Cultivating workplace friendships

- Encourage team lunches or digital coffee breaks
- Promote team activities
- Consider workplace volunteering

Communication is key

- Avoid digital-only communication. Talk to others
- Work on a way to share individual successes
- Make employees feel included in decision making
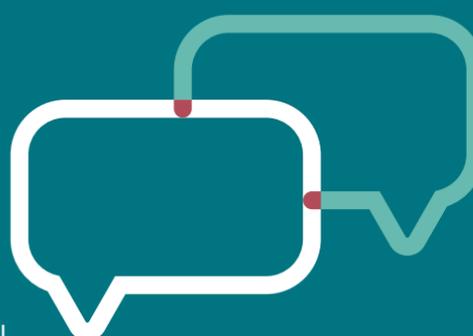
For further information visit **communityfirstyorkshire.org.uk**
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Sources of information

Office for National Statistics (10 April 2018) **Loneliness - What characteristics and circumstances are associated with feeling lonely?**

Office for National Statistics (8 June 2020) **Coronavirus and loneliness**

The Loneliness Campaign North Yorkshire, Community First Yorkshire (September 2020) **Be Social, Be Well: A Strategic Framework for Tackling Loneliness in North Yorkshire**

This factsheet has been produced by The Loneliness Campaign North Yorkshire, a project run by Community First Yorkshire.

Community First Yorkshire
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