

## Where can I find more Information?

- You can call or email the Beat Helpline for information and advice
- You can download useful information from Beat's Leaflet Library or purchase the Beat Guide to Understanding Eating Disorders — a 24 page booklet which has a section on eating disorders in the workplace

## The information in this leaflet has been provided by Beat

Beat are the UK's leading charity supporting anyone affected by eating disorders or difficulties with food, weight and shape

Beat Adult Helpline: 0808 801 0677 (3.00pm-10.00pm)  
Website: [www.beateatingdisorders.org.uk](http://www.beateatingdisorders.org.uk)



## Bolton Eating Disorders Service

Cheshire and Wirral Partnership NHS  
Foundation Trust  
Bolton Eating Disorder Service  
Brightmet Health Centre  
Brightmet Fold Lane  
Bolton  
BL2 6NT

Telephone: 01204 462785  
Fax: 01204 463997

If you require translation services or a copy of this document in other languages, audio tape, Braille or larger print, please speak to a member of CWP staff, e-mail [info@cwps.nhs.uk](mailto:info@cwps.nhs.uk) or write to: Communications, Cheshire and Wirral Partnership NHS Foundation Trust, Upton Lea, Countess of Chester Health Park, Liverpool Road, Chester, CH2 1BQ.

যদি আপনার ট্রান্সলেশন সার্ভিসের বা এই দলিলের কপি অন্য ভাষায়, অডিও টেপে, ব্রেইল বা বড় ছাপায় দরকার হয় তবে অনুগ্রহ করে সিডব্লিউপি এর স্টাফদের সাথে কথা বলুন, ইমেইল করার ঠিকানা [info@cwps.nhs.uk](mailto:info@cwps.nhs.uk) বা কমিউনিকেশন, চেশায়ার ও উইরাল পার্টনারশীপ এনএইচএস ফাউন্ডেশন ট্রাস্ট, আপটন লী, কাউন্টেস অফ চেস্টার হেলথ পার্ক, লিভারপুল রোড, চেস্টার, সিএইচ২ ১ বিকিউ ঠিকানায় লিখুন।

如果您需要翻譯服務或想索取這份文件的其他語文、錄音帶、凸字或大字體版本，請向我們的職員查詢。您亦可以寄電郵至 [info@cwps.nhs.uk](mailto:info@cwps.nhs.uk) 或寄信到 Communication, Cheshire and Wirral Partnership NHS Foundation Trust, Upton Lea, Countess of Chester Health Park, Liverpool Road, Chester, CH2 1BQ.

જો તમારે ભાષાંતર સેવાઓ અથવા આ દસ્તાવેજની બીજી ભાષાઓમાં નકલ, ઓડિયો ટેપ, બ્રેઇલ અથવા વિશાળ કદની છપાઈની જરૂર હોય, તો કૃપા કરીને સીડબ્લ્યુવી (CWP) ના કર્મચારીઓ સાથે વાત કરો, ઈમેલ કરો: [info@cwps.nhs.uk](mailto:info@cwps.nhs.uk) અથવા આ સરનામે લખો: Communication, Cheshire and Wirral Partnership NHS Foundation Trust, Upton Lea, Countess of Chester Health Park, Liverpool Road, Chester, CH2 1BQ.

यदि आपको अनुवाद सेवाएं या इस दस्तावेज की अन्य भाषाओं में नकल, ऑडियो टेप, ब्रेइल लिपि या विशाल आकार में छपाई की आवश्यकता हो, तब कृपया सीडब्ल्यूवी (CWP) कर्मचारीयों के साथ बात कीजिये, या ईमेल कीजिये: [info@cwps.nhs.uk](mailto:info@cwps.nhs.uk) या इस पते पर लिखिये: Communication, Cheshire and Wirral Partnership NHS Foundation Trust, Upton Lea, Countess of Chester Health Park, Liverpool Road, Chester, CH2 1BQ.

Jeśli wymagane jest tłumaczenie lub kopia niniejszego dokumentu w innych językach, na taśmie magnetofonowej, w języku Braille'a lub dużym drukiem, prosimy o skontaktowanie się z członkiem personelu CWP (Organizacja partnerska krajowego systemu zdrowia regionów Cheshire i Wirral) lub przez pocztę elektroniczną: [info@cwps.nhs.uk](mailto:info@cwps.nhs.uk) lub na adres: Communications, Cheshire and Wirral Partnership NHS Foundation Trust, Upton Lea, Countess of Chester Health Park, Liverpool Road, Chester, CH2 1BQ.

Os oes arnoch angen gwasanaeth cyfieithu neu gopi o'r ddogfen hon mewn ieithoedd eraill, tâp sain, Braille neu brint mawr, siaradwch ag aelod o staff CWP, e-bost [info@cwps.nhs.uk](mailto:info@cwps.nhs.uk) neu ysgrifennwch i: Communications, Cheshire and Wirral Partnership NHS Foundation Trust, Upton Lea, Countess of Chester Health Park, Liverpool Road, Chester, CH2 1BQ.

## Feedback

We welcome any suggestions you have, please send your **comments, concerns, complaints and compliments** to: **The Patient Experience Team**, Trust Board Offices, Upton Lea, Countess of Chester Health Park, Liverpool Road, Chester, CH2 1BQ.

For more information see [www.cwps.nhs.uk](http://www.cwps.nhs.uk)

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Cheshire and Wirral Partnership **NHS**  
NHS Foundation Trust

## Eating Disorders Services

## Supporting an Employee with an Eating Disorder

Care • Well-being • Partnership

## Worried about an employee?

Employees with eating disorders often present little difficulty at work and excel at their job.

Whatever difficulties the person has, they will usually make strenuous efforts to keep to themselves to avoid their disorder being noticed at work.

The work situation, in itself, does not cause someone to develop an eating disorder.

## How will I know if an employee has an eating disorder?

There are generally three ways that an eating disorder may be brought to the attention of an employer:

- 1. The employee will tell you personally**—this is an unusual but positive sign
- 2. The outward signs and symptoms** —For example, noticeable weight loss or low weight which is maintained over a period of time (seen in moderate to severe anorexia), or marked change in behavior over an extended time period
- 3. Colleagues become concerned and inform the employer of their anxiety about a fellow worker.** This is usually the most commonly encountered situation

## Eating Disorder Diagnosis

Professionals use internationally agreed criteria to make a diagnosis of an eating disorder. Diagnosis is essential to be able to access treatment. The four main diagnoses are:

- Anorexia Nervosa
- Bulimia Nervosa
- Eating Disorder Unspecified (EDU)
- Binge Eating Disorder

## Facts about Eating Disorders

- Over 725,000 men and women across the UK are affected by eating disorders.
- Although serious, eating disorders are treatable conditions and a full recovery is possible, the sooner somebody gets the treatment they need, the more likely they are to make a full recovery
- Anyone can develop an eating disorder, regardless of age, sex or cultural background
- Eating disorders claim more lives than any other mental illness—one in five of the most seriously affected will die prematurely from the physical consequences or suicide
- Eating disorders are complex and there is no one reason as to why somebody develops an eating disorder

## The Impact of Eating Disorders in the Work Place

If your business involves the retail side of food, clothes, sports or exercise you could consider the impact of eating disorders on your customers and clients.

None of these areas cause eating disorders, but addressing the issues in a sensitive, informed and compassionate way can make all the difference.

Staff who have some understanding of your customers' needs will give you a competitive advantage.

## How can I help?

**Staff with managerial or supervisory responsibilities will benefit from understanding how best to support someone with an eating disorder**

Staff who develop or have an eating disorder may require lengthy treatment or absence to attend appointments.

Staff may need to have their working arrangements in terms of hours or responsibilities altered to take their health needs into account.

Eating disorders are illnesses and policies/procedures around staff illness will be relevant.

## I am Concerned by Business may have an Impact on my Employee

You may find it useful to attend one of Beat's training sessions, such as "Understanding Eating Disorders" to gain more information and advice about eating disorders