**Bringing the Social into Work**

**For: Everyone**

**We are whole people**

People have told us that one of the hardest things about adapting to Covid-19 is the loss of social interaction with family and friends and participation in sports, hobbies and faith groups. As social beings we will inevitably seek to replace some of this through work. It’s important we recognise this and accept that, to stay productive, we need to build some social time into work.

**Some ideas**

Voice and video conference technology, as well as messaging and other services, allow us to bring numbers of people together to share social as well as work time. Examples of ways to do this could include:

* Shared message groups (e.g. WhatsApp, Slack or Yammer).
* Shared Play Lists.
* Photo-sharing or illustrated talks on subjects of interest, hobbies etc.
* Coffee break challenges such as an online quiz (e.g. Kahoot) or crossword.
* Online games, whether these are individual, collective over shared desktop or multiplayer (of course subject to your local IT acceptable use policy).
* Virtual book-clubs
* Film / box set or book reviews, shared recipes
* Online prayer or reflection periods.

**Enjoy responsibly**

Social time needs to be managed properly in the same way other time is. Considerations include:

* Social time should not adversely impact your performance or take priority over your duties.
* Activities should be inclusive.
* Care should be exercised to avoid peer pressure or other behaviour that could become bullying or harassment.
* Activities must not breach [Conduct Policy](https://intranet.justice.gov.uk/guidance/hr/conduct-behaviour/), [IT Usage Policy](https://intranet.justice.gov.uk/documents/2015/04/it-usage-policy.pdf) or [Social Media Policy](https://intranet.justice.gov.uk/documents/2015/11/social-media-policy-guidance.pdf).

\*Please note that links to intranet sites will not be available from home computers. HMPPS employees may email the mailbox for copies of the policies if details are required.