



Civil Service

Men's Health Strategy

A New Direction for Men's Health and Wellbeing





The Challenge - Men's Health in Crisis

Research indicates that men's health has been neglected, resulting in deeply concerning national trends

Premature Mortality

36%

of men die before their 75th birthday

Healthy Life Expectancy

60.9

Men spend over 20% of their lives in poor health

Preventable Killers

Heart disease, cancers and respiratory diseases are often detected too late

Critical Health Inequality

UK men have lower life expectancy compared to many other nations and live nearly **4 years less** than women

Cause of Death

Suicide

Remains one of the leading causes of death for men under the age of 50 in the UK



Closing the Gap - A New Direction for Men

Addressing the silent struggle and deep-rooted health inequalities in our most deprived communities

Strategic Reform: Halving the Gap

Aligning with the NHS wider reform agenda to move care closer to the individual:

Better Outcomes

Sickness → Prevention

Collaboration

Hospital → Community

Modernisation

Analogue → Digital

Help-Seeking Behaviour

Men are often **less likely to seek help** and more likely to **suffer in silence**, leading to late-stage diagnoses

The Deprivation Penalty

10 Years

Shorter Lifespan

in the most deprived areas compared to wealthiest

19 Years

Fewer in Good Health

spent in active, good physical health overall



Strategic Framework: Core Objectives

Building a sustainable ecosystem for men's health through targeted support and systemic collaboration

KEY STRATEGY OBJECTIVES

ex
he
plo
alt
re
h_
an
cas
mp
aig
n

Expand Access

Broadening reach to support services that are responsive to men's needs

Self-Care

Building structures to help men take better care of themselves

Create Conditions

Allowing men's health and wellbeing to thrive



Strategic Framework: Core Drivers

Building a sustainable ecosystem for men's health through targeted support and systemic collaboration

DRIVERS OF PROGRESS

insi

ght

fsc

t_c

he

ba

nd

sha

ke

Leadership

Leadership that challenges societal norms and promotes change

Evidence-Based Policy

Tackles health challenges and conditions

Cross-Sector Collaboration

Partnerships beyond government including workplaces and communities



Investment for Impact: Funding & Benefits

Long-term financial commitment to reach high-risk groups and transform outcomes through community-led intervention

groups

Community Health

£6.3M

Over 3 years to reach men least likely to engage with traditional health services

psychology

Suicide Prevention

£3.6M

Neighbourhood-based support specifically designed for middle-aged men

trending_up

Strategic Benefits

- Reducing sickness levels across the national workforce
- Easing the **burden on the NHS** through preventive care
- Enabling men to live **longer and happier lives**



Priorities: Driving Cultural Change

Future Civil Service is driving a cultural shift by keeping men's health visible through leadership and education

center_focus_strong

CORE FOCUS AREAS

Manager Understanding

Better conversations and capability to reach out

Visible Leadership

Keeping men's health high on the agenda

Cross-Strategy Learning

Insights from Women's and Global Men's Health Strategies

mpaign

ENVISAGED OUTPUTS

Communications

Blogs highlighting lived experiences

Campaigns

Promotion of screening & physical health

Literacy

Targeted uplift in health literacy

Networks

Establishment of dedicated Staff Networks

construction

CAPABILITY & INTERVENTION

Better Conversations

Equipping managers with tools for sensitive discussions

Effective Outreach

Building capability to reach out to those in need

Cultural Normalisation

Making health-seeking standard practice



Phase 1: Benchmarking & Deep-Dive Research

Establishing an evidence base to align Civil Service provision with best practice and the Men's Health Strategy goals

public

GLOBAL & BENCHMARKING

- **International Success:** Research stories from Australia & Ireland
- **Best Practices:** Analyse industry standards for systemic health support
- **Civil Service:** Benchmark current provision against strategy aims

analytics

DATA & ANALYSIS

- **Sickness Absence:** Review data to quantify impact
- **Training Gaps:** Audit Civil Service Learning content for employee/manager needs

hub

INTEGRATION & NETWORKS

- **Cross-Gov Networks:** Connect with Gender & MHFA networks
- **Engagement:** Develop departmental materials and toolkits



Phase 2: Engagement, Guidance & Training

A phase focusing on stakeholder alignment, capability assessment, and resource development.

search

CAPABILITY & SUPPORT AUDIT

Dept Audit: Identify existing health training and guidance

EAP Capacity: Ensure Civil Service Employee Assistance Programme competency for support

Resource Mapping: List all available support across the CS

groups

COLLABORATIVE DEVELOPMENT

GSCU/CSL: Update and develop new learning materials

VAWG & Carers: Explore men's roles as victims and advocates

Inclusion Focus: Partner with CSHR on Domestic Abuse & Carer policy



Phase 3: Embedding Strategy

CSHR will drive departmental engagement to normalise men's health through toolkit delivery and central monitoring

menu_book

RESOURCES & LITERACY

- Provide a **Men's Health Resource Hub** and Guides for departmental use
- Promote the **Healthy Choices Quiz**, and create engagement opportunities to change the narrative

health_and_safety

PREVENTATIVE FOCUS

- Encourage regular attendance at Health Checks and screening for **Heart Health**, and Diabetes
- Raise awareness for **Physical & Mental Health** via CSSC and CfCS campaigns

fact_check

GOVERNANCE & MONITORING

- Monitor the **Top 17 Whitehall Departments** to track strategy embedding
- CSHR to provide regular progress **briefings and reports** to Senior Management and Ministers



Civil Service Benchmarking & Best Practice

Recognising departmental success while identifying systemic challenges to cultural change across the Civil Service

stars

DEPARTMENTAL HIGHLIGHTS

Face-to-Face Sessions

'Rugby League Cares' and Life Stage strategies

'Man Kind' Group

Monthly open-door sessions and safe spaces for connection

Health Forums

Supported actively by male SCS sponsors

warning

CRITICAL CHALLENGES

Leadership Buy-in

Difficulties in securing SCS support for men-only sessions

Environment

Creating the right psychological safety for men to open up

Engagement

Reaching older men and changing deep-rooted workplace cultures

explore

STRATEGIC INITIATIVES

Normalising Conversations

Embedding HSE Stress indicators into manager check-ins

Employee Life Cycle

Integrating awareness throughout careers

Knowledge Sharing

Central repository for cross-CS initiative details



Civil Service

Men's Health Strategy

Questions

