



Beating the Heat - *Staying Cool, Safe and Productive this Summer*

It's that time of year again when the fans come down from the loft, and we regret not buying an air conditioner in the winter sales. With summer now in full swing, and heatwaves rolling around, the heat can do more than make us feel hot and bothered – it can also affect our concentration, mood and productivity at work.

Whether you're in the office, working from home, or out on-site, hot weather can bring further challenges to your daily routine.

For those based in older buildings or outdoor environments, high temperatures can lead to fatigue and lower motivation. Even in air-conditioned spaces, the shift in season can have an impact on our wellbeing. By taking simple steps to stay cool and comfortable, we can support better focus, stronger performance and a more positive mindset throughout the summer.

How the hot weather impacts us at work

High temperatures can slow down our thinking, reduce our attention to detail, and leave us feeling tired or irritable. Even mild dehydration – very common in the summer – can lead to headaches, muscle cramps and fatigue.

Additionally, our environment plays a big part in how we feel, as well as how we work. In warmer conditions, people often experience shorter tempers, sluggishness, and poorer motivation.

Taking the steps to make your working environment comfortable (whether you're in the office or working from home), is the best way to reduce the impact of heat on your wellbeing.





Staying safe outdoors

For people working outdoors, it's even more important to make sure that you stay safe in the hot weather. Heat exhaustion and heatstroke can strike fast, and can be seriously dangerous. Make sure that you:

- **Stay hydrated**
- **Wear appropriate clothing and sunscreen** (at least SPF30)
- **Take frequent breaks**
- **Avoid strenuous work during the hottest part of the day**
- **Seek shade where possible**

A comfortable summer leads to better performance

Take time this July to review your working environment, prioritise your comfort, and stay connected with your wellbeing needs. With the right approach, you can enjoy the warm weather – even at work!

Workplace tips to beat the heat

Here are some small ways to make a big difference:

- **Hydrate regularly:** Aim for 6–8 glasses of water a day, especially in hot weather. Keeping a bottle on your desk serves as a useful reminder to keep hydrated. If you're commuting, be sure to take water with you, even if it's just a short trip.
- **Adapt your routine:** If your schedule allows, move physically or mentally demanding tasks to cooler parts of the day, such as the early morning or evening.
- **Dress appropriately:** If you haven't had one recently, take the time to have a check-up with your GP. It's not just for when something goes really wrong.
- **Use fans or cooling tech:** A small desk fan or portable cooling towel can help improve comfort, particularly in older buildings without AC.

Supporting mental wellbeing in the heat

Taking time to cool off when the weather is hot supports both our personal wellbeing and workplace harmony. Taking short breaks for fresh air, grabbing a refreshing drink, or even just taking 5 minutes to collect your thoughts is a great way to ensure that you stay cool – literally and figuratively.

Managers can help by checking in regularly, offering flexibility where possible, and encouraging an open approach to wellbeing when temperatures rise. Swapping long meetings for shorter check-ins, turning cameras off in video calls, or adjusting working hours during hot spells are all positive ways to support your team.

