

# AGE

INCLUSIVE

WORKPLACE

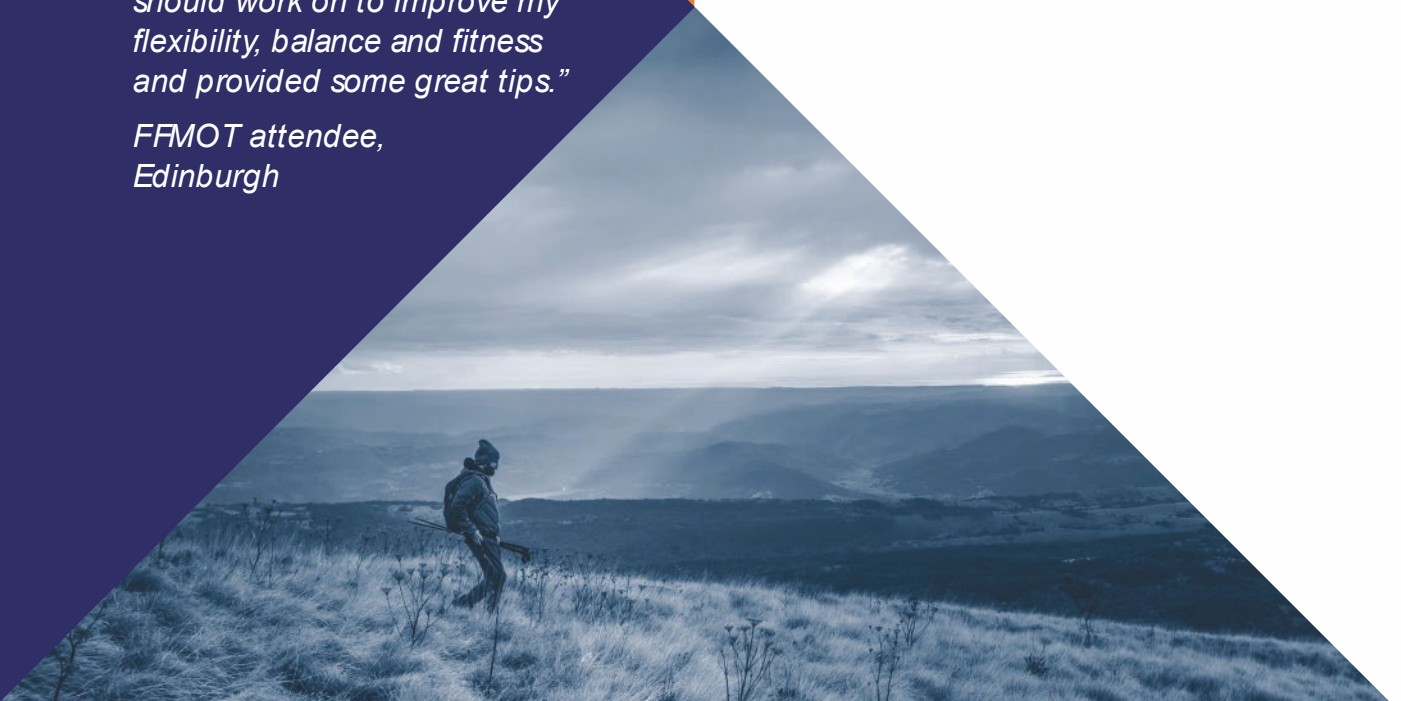


## FUNCTIONAL FITNESS MOT

Information  
for employers

*"I would class myself as relatively fit and active but this session highlighted areas that I should work on to improve my flexibility, balance and fitness and provided some great tips."*

*FFMOT attendee,  
Edinburgh*





**The Functional Fitness MOT** is a personal fitness & wellbeing review specifically designed for people aged over 50 years that helps them stay fitter in work and later life.

By 2025 there are estimated to be 1 million more workers over the age of 50 in the UK making health and wellbeing at work a priority in helping people stay fit and work for as long as they want or need to.

In partnership with Later Life Training, Age Scotland provide this workshop as part of their Age Inclusive Workplace offering. The Functional Fitness MOT forms an integral part of an organisation's Health & Wellbeing programme for people aged over 50.



## Workshop aim

The Functional Fitness MOT looks at areas such as balance, strength and flexibility and gives staff the opportunity to understand any issues and discuss changes to benefit them now and in later life.

Why is a fitness MOT important for people over 50?

- We're working beyond the traditional age of retirement and are spending longer in the workplace than before.
- We're living longer and want to ensure that we can enjoy a long and healthy retirement when the time comes.
- By addressing any fitness issues early, we can make changes that will help us enjoy later life.

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*"I was really surprised by the findings of my Functional Fitness MOT. It was interesting to learn about my results and what I could do to improve. I would definitely recommend taking part as it made me aware of small changes that would attribute to my fitness in the long run."*

*FFMOT attendee, Edinburgh*



## Audience

The Functional Fitness MOT is aimed employees of around 50 years of age and over. The session is suitable for people of all fitness levels.

## Content

Functional Fitness MOT is a series of up to eight physical function tests that give an indication of fitness performance. Each test comes with a set of “normal values” for people of different ages to give an idea of whether they are where they should be for their age and highlight individuals’ strengths and weaknesses. Following the tests, an Action Plan allows people to make changes to their fitness and put steps in place to increase physical activity. The programme is confidential and results are only shared with the individual taking part.

## Why learn with Age Scotland?

Age Scotland is the national charity for older people. We work to improve the lives of everyone over the age of 50 so that they can love later life.

Age Scotland are experts in the whole spectrum of age-related issues in the workplace and are uniquely positioned to provide you with practical, informed and legislatively current workshops.

We have impacted over 4,500 people in the workplace and delivered over 250 workshops aimed at making Scotland’s workplaces more age inclusive.

## Workshop outcomes

- Motivates employees to be aware of their fitness and make improvements where needed.
- Keeps people fitter in the workplace for longer, helping to reduce illness and sick leave.
- A personal Action Plan helps individuals make changes to enable them to enjoy a longer, healthier life.

## Workshops and costs

**Costs based on 6 Functional Fitness MOTs delivered per day:**

<b>1 day</b>	<b>£450</b>
<b>Block of 5 days or more</b>	<b>£425</b>
<b>Block of 10 days or more</b>	<b>£400</b>
<b>Block of 20 days or more</b>	<b>£375</b>

*All prices exclude VAT.*

## Find out more

Our training team will run your Functional Fitness MOT sessions at your premises. As sessions are designed to be tailored to the individual, we limit numbers to a maximum of 6 per day.

To book or for more information, please contact:

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**[www.age.scot/age-inclusive-workplace](http://www.age.scot/age-inclusive-workplace)**

## **Our other Age Inclusive Workplace workshops include:**

### **Planning For Your Future Workshops**

Only 20% of UK workers feel that they can openly talk to their employer about their retirement plans. Our one day workshop helps employees within 5 years of retirement plan for their future which also helps organisations with their resourcing and succession planning.

With sessions including Money Matters, Tax and Pensions, Legal issues, Health & Wellbeing and Time & Activities, attendees leave feeling much better informed about their future plans and 98% say they would recommend the workshop to colleagues.

We hold open workshops across key cities in Scotland or we can also run in-house bespoke workshops for organisations which can be tailored to their employees and pension schemes.

### **Age Inclusion In Your Workplace**

Managed well, age diverse teams can be extremely beneficial to organisations in terms of experience and skills sharing. Our Age Inclusion workshops increase knowledge of ageism among employees as a personal workplace responsibility and fosters a positive working culture in which staff of all ages feel better supported by both employer and co-workers.

This workshop also helps intergenerational teams and their line managers improve collaboration, communication and effectiveness, enables managers to respond effectively to ageism issues and helps organisations minimise risks associated with age diversity, ensuring legal compliance.

### **Early Stage Dementia In Your Workplace**

Around 90,000 people in Scotland live with dementia and as changes to retirement and state pension rules make working beyond 65 common, more people will experience early symptoms of dementia while in employment. Many may also be unpaid carers for someone living with dementia and a growing number of people who use your organisation's products and services may be affected by dementia.

Our Early Stage Dementia workshop looks at what dementia is and why it's relevant to the workplace, the symptoms and risk factors and how to communicate effectively and empathetically with someone living with dementia. It also covers employers' legal obligations and looks at how those living with dementia or a carer may be supported to continue in employment.

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For more information, please email [jonathan.park@agescotland.org.uk](mailto:jonathan.park@agescotland.org.uk)