



NIGHT CLUB: UNIQUE SUPPORT FOR NIGHT WORKERS

The Liminal Space

"MOST OF THE
TIME I WORK
AT NIGHT"
BOB DYLAN

EAT TO
SLEEP

TICK TOCK
TICK TOCK

WONDERS OF
THE NIGHT...

Zzzzzzz

12%

15%

50%

WORK
OUTS
WORK

OPEN 23 MAY
- 21 JUNE 2018

MAY
2018

WHAT IS NIGHT CLUB?

Night Club is a unique initiative that brings **sleep experts** into the workplace to help workers and employers create a **better and healthier experience of working at night**.

The programme was designed by The Liminal Space in close partnership with nighttime workers themselves, and is underpinned by rigorous academic research from Oxford University's Sleep and Circadian Neuroscience Institute. Our aim is to empower individuals and organisations with the knowledge and tools needed to effect change.

Night Club adopts a holistic approach to the issue of nighttime working, addressing it on three crucial fronts: individual action, organisational change, and broader policy-level recommendations. This multi-dimensional approach ensures that both immediate workplace issues and longer-term systemic challenges are addressed comprehensively.



THE CHALLENGE

Sleep deprivation now costs the UK economy a staggering £50bn per year in lost productivity, worker attrition and accidents. And for the more than 8.7 million people who make up the hidden army of nighttime workers, it poses a significant challenge to their physical and mental wellbeing.

Night workers are...

37%
more likely to
have a heart
attack

44%
more likely to
have diabetes

32%
more likely to
have a
miscarriage

6 Times
more likely to
get divorced

75%
more likely to
feel left out at
work

...than day workers

These findings highlight the urgent need for better support for night workers.

THE SOLUTION



Night Club is an award-winning, transformative programme designed to mitigate the impacts of night work on physical and mental health.



It was conceived through a partnership with Oxford University's Sleep and Circadian Neuroscience Institute and nighttime workers themselves, and seed-funded by the Wellcome Trust.



Since its launch in May 2018, Night Club has worked with more than 5,000 staff from more than 20 businesses. Partner organisations include: NHS hospitals and major companies such as Co-op, Veolia and Network Rail.

BRITISH AIRWAYS



HOW WE WORK

Night Club addresses the issues faced by people who work at night by tackling them at three levels:

INDIVIDUAL...

Supporting people to improve their sleep and wellbeing

Night Club's engaging programme allows nighttime workers to access and engage with evidence-based sleep health information during their shifts. The information focuses on improving diet, exercise, sleep hygiene, mental health, understanding of chronotypes and sleep patterns.

ORGANISATIONAL...

Sharing feedback and helping employers make positive changes

We collate data and insights from our participants and facilitators to provide succinct feedback for each client, and run workshops with senior leaders to explore recommendations for changes the organisation could consider; and how they might better respond to the needs of night workers.

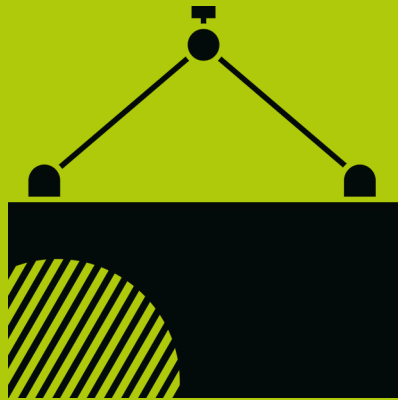
SYSTEMIC...

Influencing national action for people who work at night

We invite leaders of organisations delivering Night Club to join our Consortium – a dynamic group of like-minded business leaders that meets to share best practice, discover latest research and influence our policy work.

WHAT WE OFFER

There are **three versions** of Night Club to choose from:



MAX

Our flagship product. A walk-in installation within a shipping container, kitted out with an exhibition and learning area.



FLEX

A walk-in exhibit and learning area made to fit your space, whether it's a foyer, canteen or meeting room.



MINI

The Night Club learning experience condensed into a portable toolbox with minimal set-up time.

Each involves up to seven **45-minute sessions** in a night, delivered by skilled sleep facilitators who engage participants with **activities, quizzes, healthy snacks and refreshments, recipe cards and sleep tips.**

WHAT WE OFFER



THE SLEEP CHAMPIONS PROGRAMME

Another part of our central offer is the Sleep Champions programme. We give volunteer employees the knowledge, tools and confidence to support their peers with issues around sleep, sustaining the impact of Night Club within your organisation.

COMING SOON...

We are continuously evolving our offer to respond to demand.

Night Club Online is currently in development to enable smaller or distributed workforces to access the programme, while still experiencing a live, facilitated interactive experience - a unique trait of Night Club.

We are also working on plans to licence larger companies to deliver the programme in-house.



OUR IMPACT ON INDIVIDUALS

Night Club is...

INFORMATIVE

90% of participants learnt something new about how to improve their quality of sleep

EMPOWERING

80% agree that they are confident they can make changes to improve the quality of their sleep following the Night Club programme.

ENGAGING

89% of participants would recommend Night Club to their colleagues.

FEELING VALUED

80% of participants said that Night Club shows their employer has a positive interest in their health and wellbeing.

Night Club has been proven to positively impact night workers' overall quality of sleep and improve their energy levels at work, and consistently receives outstanding feedback from participants:

OUR IMPACT ON ORGANISATIONS

Employers that invest in Night Club are viewed more positively by their workers. This in turn can lead to reduced levels of fatigue at work, higher morale and greater productivity.

Inspired by the Night Club programme, our employer partners have made changes to their:

- **Culture** - Bringing conversations about sleep and fatigue into the mainstream via Sleep Champions, internal communications and as part of safety campaigns.
- **Induction process** - Incorporating sleep health information into new employee induction material.
- **Occupational health** - Making health checks and related services available at night.
- **Catering** - Providing decaffeinated drinks and microwaves in break rooms, changing vending machine stock to support healthier choices.
- **Lighting** - Incorporating lessons on sleep and lighting into a new logistics depot design.
- **Rotas** - Consulting employees on shift patterns.
- **Wellbeing** - Creating a dedicated wellbeing space in depots.



OUR IMPACT ON THE SYSTEM

Since it launched in 2018, Night Club has gained traction with - and support from - policymakers and MPs.

In January 2023, our founder, Sarah Douglas, gave evidence in parliament to the Business, Energy and Industrial Strategy (BEIS) Select Committee on post- pandemic economic growth in the UK. Watch a clip of the evidence session [here](#) or the full session [here](#). The Committee Report, published in April, subsequently recommended that the government take a greater lead on protection for night workers.

Following this session, Night Club hosted a parliamentary reception in June 2023, attended by more than 20 MPs from across the political spectrum, with speakers including Darren Jones MP, the then chair of the Business and Trade Select Committee. This event put the needs of nighttime workers on the agenda of decision makers and those who can influence the government and hold it to account.

Our campaign continues. We are currently calling on the government to: assign a minister responsible for night work; consult with industry leaders and sleep scientists on protections and outcomes for night workers; and take action on the findings.

GET INVOLVED

Whether your company has just one dedicated night worker or a battalion of 10,000, everybody who works at night deserves the best support.

We can tailor-make a Night Club to fit your organisation's unique needs.

Get in touch now and discover how we can help you support your night working team.

Let's make every night count, together.



Check out our
video about Night
Club [here](#)

For further information,
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THE TEAM BEHIND NIGHT CLUB



Night Club is an initiative of The Liminal Space, developed with particular support from Impact on Urban Health, the Wellcome Trust, Oxford University's Sleep and Circadian Neuroscience Institute and Co-op, our founding employer partner.

The Liminal Space



Impact
on **Urban**
Health

