



# UNIQUE SUPPORT FOR NIGHT WORKERS

THE LIMINAL SPACE



# 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 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 13,000 staff from more than 40 businesses.

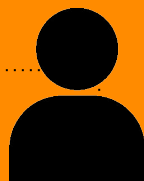




# HOW WE WORK

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

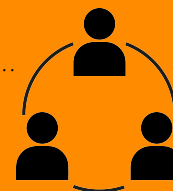
## INDIVIDUAL



***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.

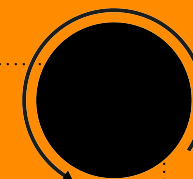
## ORGANISATIONAL



***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: THE EXPERIENCE

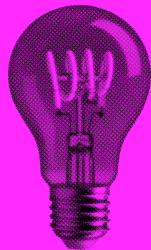
Each Night Club involves up to seven **45-MINUTE SESSIONS** in a night, delivered by skilled sleep facilitators who engage participants with **5 AREAS FOR BETTER SLEEP** through: **ACTIVITIES, QUIZZES, HEALTHY REFRESHMENTS, RECIPES & SLEEP TIPS.**



**CHRONOTYPE**



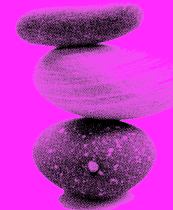
**ENVIRONMENT**



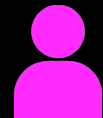
**LIGHT**



**DIET & EXERCISE**



**MENTAL HEALTH**



**INDIVIDUAL**

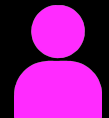


**NIGHT CLUB**



# WHAT WE OFFER: THE EXPERIENCE

Night Club is designed to be a highly engaging experience through the use of **interactive quizzes** and **activities**. Our **Sleep Experts** are trained to guide participants through a fun experience whilst encouraging them to talk about any challenges with their **physical and mental health, sleep and working shifts**.



INDIVIDUAL

NIGHT  
CLUB

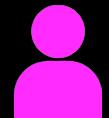


# WHAT WE OFFER: TAKEAWAYS

Each participant receives a **HEALTHY SNACK & DRINK** as well as information booklets to takeaway, including:

- **TOP TIPS FOR SHIFT WORKERS**
- **NIGHT CLUB RECIPES**
- **TECHNIQUES FOR GOOD SLEEP**

\* ear plugs and sleep masks can be offered at extra cost



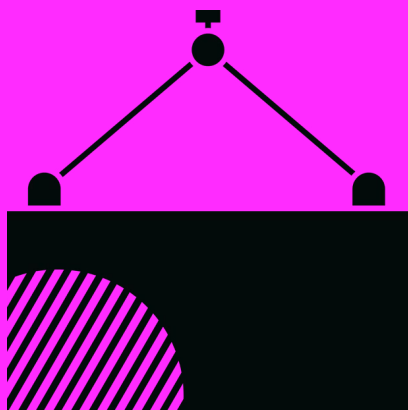
**INDIVIDUAL**





# WHAT WE OFFER: CORE

There are **THREE CORE** versions of Night Club to choose from.



1

## MAX

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

NIGHT CLUB



## INDIVIDUAL

9



JOIN  
THE  
NIGHT  
CLUB



[WWW.NIGHT-CLUB.ORG](http://WWW.NIGHT-CLUB.ORG)

HOW  
DID  
YOU  
SLEEP?



[WWW.NIGHT-CLUB.ORG](http://WWW.NIGHT-CLUB.ORG)

JOIN  
THE  
NIGHT  
CLUB



JOIN  
THE  
NIGHT  
CLUB



[WWW.NIGHT-CLUB.ORG](http://WWW.NIGHT-CLUB.ORG)

HOW  
DID  
YOU  
SLEEP?



[WWW.NIGHT-CLUB.ORG](http://WWW.NIGHT-CLUB.ORG)

JOIN  
THE  
NIGHT  
CLUB



**NIGHT CLUB MAX**





# NIGHT CLUB

### WHAT IS YOUR DREAM SLEEP?

Take some time to imagine all the elements that would be needed to create your dream sleep. Select and sticker the 3 most important elements to you.

 COMFORTABLE	 DARKNESS
 QUIET	 CLEAR HEAD
 TEMPERATURE	 HUNGER

### TIPS FROM DR. SLEEP

PLEASE HELP YOURSELF

 <b>SLEEP</b> SLEEP	 <b>SLEEP</b> SLEEP
 <b>SLEEP</b> SLEEP	 <b>SLEEP</b> SLEEP

### DIET & EXERCISE

DIET & EXERCISE

DIET & EXERCISE

### LARK

YOU HAVE AN INTERNAL CLOCK IN EVERY CELL OF YOUR BODY WHICH IS CONTROLLED BY THE LIGHT LEVELS IN YOUR SURROUNDINGS

When you are exposed to light, your body clock is reset to wake up at a later time.

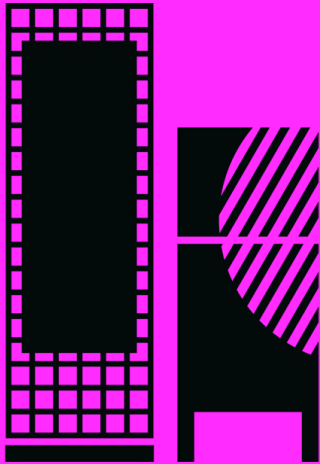
When you are exposed to light, your body clock is reset to wake up at a later time.

When you are exposed to light, your body clock is reset to wake up at a later time.

**NIGHT CLUB MAX**



# WHAT WE OFFER: CORE



2

## FLEX

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



INDIVIDUAL

NIGHT CLUB





**WHAT IS YOUR DREAM SLEEP?**

Take some time to imagine all the elements that would be needed to create your dream sleep. Select and tick the 3 most important elements to you.

COMFORTABLE	DARK
QUIET	CLEAR HEAD
TEMPERATURE	HUNGER

**NIGHT CLUB FLEX**

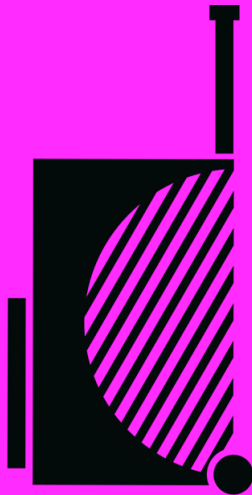




**NIGHT CLUB FLEX**



# WHAT WE OFFER: CORE



3

## MINI

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

NIGHT CLUB



INDIVIDUAL



HOW DID YOU SLEEP?

**EAT TO SLEEP**

Did you know... eating certain foods can help you sleep because they produce a hormone that makes the body enter a rest state.

**NIGHT CLUB**

**COUNT DOWN TO NIGHT CLUB**

**TICK TOCK TICK TOCK**

Did you know... you have a clock in your brain which is controlled by light levels in your surroundings. It tells your body when to sleep and when to stay awake. You can trick your body into changing its hours - but it will always revert back when triggered by daylight.



**NIGHT CLUB**

**FEEL EXHAUSTED**

**FEEL LESS SOCIABLE**

LESS SOCIAL INTERACTION AND INCREASED SLEEPINESS

DON'T TALK AS MUCH TO COLLEAGUES AND FRIENDS

**ENERGY LEVELS LOW**

ORDER A TAKEAWAY

HEAVY AND LESS HEALTHY FOOD WHICH INCREASES LUGGINESS

**SLEEP?**

that would sleep. elements to you.

PORTABLE

DARKNESS

QUIET

CLEAR HEAD

**NIGHT CLUB**

**WORKOUT WITH YOUR CLOCK!**

NIGHT CLUB MINI





COUNT  
DOWN  
TO NIGHT  
CLUB

WORK  
OUTS  
WORK

COUNT  
DOWN  
TO NIGHT  
CLUB

HOW  
DID YOU  
SLEEP LAST  
NIGHT?

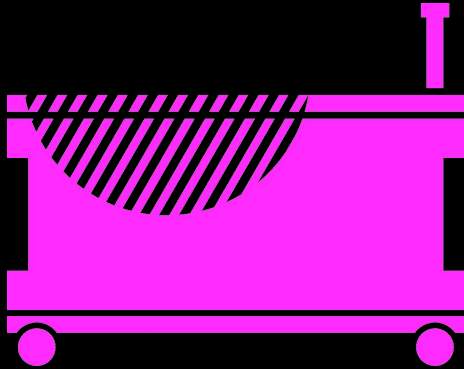
DREAM SLEEP

1	2
3	4
5	6
7	8

NIGHT CLUB MINI

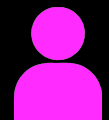


# WHAT WE OFFER: TROLLEY



## TROLLEY

We have also designed a unique intervention especially for the NHS



INDIVIDUAL

NIGHT CLUB



HOW  
DID YOU  
SLEEP LAST  
NIGHT?

Please note this  
is a self-serve  
restaurant.  
Please remain your steps  
in the marked area  
the contact.  
←  
Thank You



**NIGHT CLUB TROLLEY**

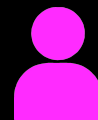


# WHAT WE OFFER: SLEEP CHAMPIONS



## THE SLEEP CHAMPIONS PROGRAMME

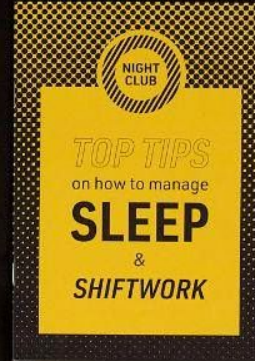
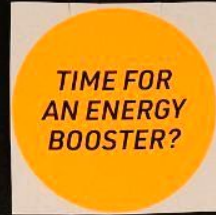
Sleep Champions gives volunteer employees the knowledge, tools and confidence to support their peers with issues around sleep, sustaining the impact of Night Club within your organisation.



INDIVIDUAL







**SLEEP CHAMPION**  
**ACTIVITY PLANNING**

**ACTIVITY NAME**  Pick a activity and check name

**ACTIVITY DATE**  When will your activity take place

**OUR AMBITION**  What do you want to achieve by organizing this activity? What would a great result look like?

**WHO IS THIS FOR?**  Are you focusing on a particular function? Feature type of technique? Write the activity the program will encompass?

**ACTIONS AND TEAM ROLES** 

**Advance preparation** 

1. e.g. Do you need resources, space or equipment?

2.

3.

**Promotion** 

1. e.g. Will you be making the poster? The social media?

2.

3.

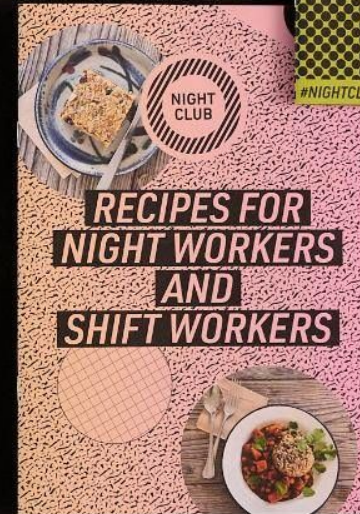
**On the day** 

1. e.g. Will you be responsible for the event materials?

2.

3.

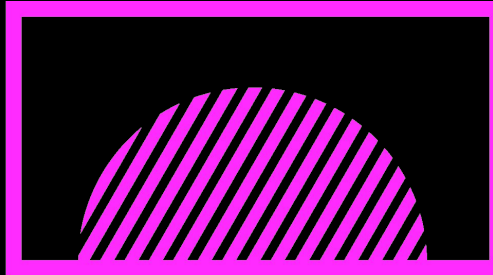
**NOTES**  Add down anything you need to remember



**SLEEP CHAMPIONS**



## NIGHT CLUB ONLINE



Night Club Online retains the live, small group format with an expert sleep facilitator. The session runs for 90 minutes for groups of up to 12. It is a highly-interactive session, supported with a physical activation pack of materials for each participant.

An option to reach remote workers, dispersed teams, small businesses, international staff and more.



NIGHT  
CLUB

INDIVIDUAL



# NIGHT CLUB INTRODUCTORY WEBINAR

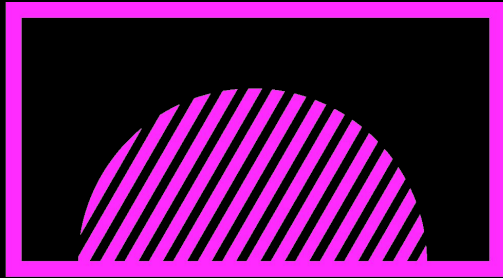
18 September, 13:00–14:00

## JOIN OUR NIGHT CLUB INTRODUCTORY WEBINAR

TIPS FOR BETTER SLEEP  
WHY GOOD SLEEP IS VITAL  
HOW TO GET INTO SHIFT WORK AND NIGHT WORK



Dr Ron Dodzro  
Clinical Psychologist & sleep expert



Unlock the full potential of your team with our expert-led webinars, designed to raise awareness of the benefits of enhanced sleep health. Our sleep facilitators, bring critical sleep science to life, ensuring every participant gains tips and insights they can put into practice.

Our webinar is an excellent way to expand awareness and empower not only your night-shift workers but your entire staff to focus on better sleep.

FREE WEBINAR

### NIGHT SHIFT LEADER MASTERCLASS

Dr Stephen Walsh  
Sleep & Circadian Scientist

Sarah Munday  
ED&I and Wellbeing Manager at Britvic

Yvonne Campbell & Veronika Neyer  
Co-directors of Night Club

11 AM - 12 PM (GMT)

NIGHT CLUB

WED 15 NOVEMBER

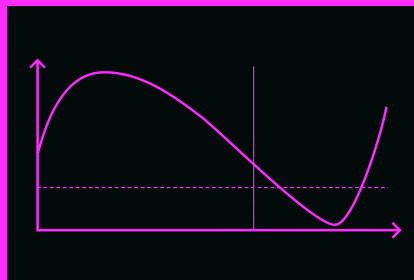




# WHAT WE OFFER

**Sharing feedback and help employers make positive changes.**

We use the intelligence we gained from delivery to explore organisational changes to better support night time staff on an ongoing basis.



## FEEDBACK

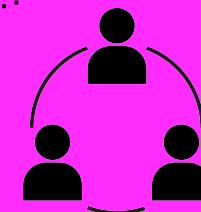
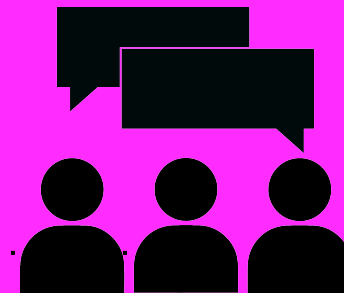
We collect feedback from our participants covering:

- Sleep health
- What they learned
- Feedback about their work environment
- Demographic information

## LEADERSHIP SESSION

We bring together senior leaders to provide an overview of:

- Delivery and feedback results
- Curriculum summary
- Recommendations for changes
- Activities and discussion to support leaders



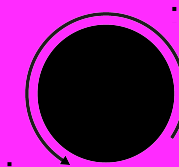
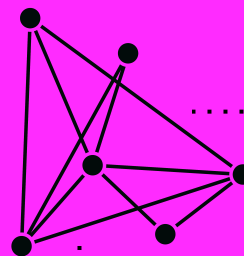
**ORGANISATIONAL**



# WHAT WE OFFER

Influencing national action for people who work at night.

Night shift workers are the 'forgotten shift'. Given the need for people working at night and the associated poor outcomes, we believe that night shift workers deserve recognition as a distinct grouping within the workforce that require specific support. We believe it is important to use the evidence base we are collecting from our deliveries and use our platform to raise the profile of the needs of night shift workers. We bring our employer partners together in the Night Club Consortium to share learning and inform a national influencing agenda



SYSTEM





# OUR IMPACT ON INDIVIDUALS

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:

Night Club is...

## INFORMATIVE

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

## ENGAGING

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

## EMPOWERING

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

## FEELING VALUED

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



**INDIVIDUAL**

NIGHT  
CLUB



# 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:

## INDUCTION PROCESS

Incorporating sleep health information into new employee induction material.

## OCCUPATIONAL HEALTH

Making health checks and related services available at night.

## CULTURE

Bringing conversations about sleep and fatigue into the mainstream via Sleep Champions, internal communications and as part of safety campaigns.

## LIGHTING

Incorporating lessons on sleep and lighting into a new logistics depot design.

## CATERING

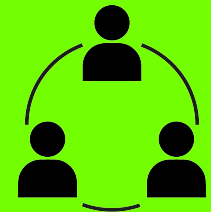
Providing decaffeinated drinks and microwaves in break rooms, changing vending machine stock to support healthier choices.

## WELLBEING

Creating a dedicated wellbeing space in depots.

## ROTAS

Consulting employees on shift patterns.



## ORGANISATIONAL



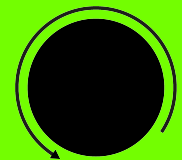
# OUR IMPACT ON THE SYSTEM

Since 2020, with particular support from Impact on Urban Health, Night Club has been advocating for policy makers to address night workers' needs and experiences. Key activities and achievements include:

- Night Club founder Sarah Douglas gave evidence to the Business Select Committee's economic growth and labour markets enquiry, leading to a recommendation that the Government take a greater lead on protection for night workers.
- Sadiq Khan (Mayor of London) endorsed the Night Club campaign, after he, London's Night Czar and the Leader of Lambeth Council, visited a Night Club delivery.

- Night Club launched the Great Parliamentary Sleep Survey, spearheaded by Lord Tom Watson, to learn about parliamentarians' sleep and highlight parallels with the experiences of shift workers.
- Night Club has developed a cross-party group of more than 30 current MPs and Lords acting as Parliamentary Sleep Champions, speaking up for "the forgotten shift" of night workers.

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.



**SYSTEM**



# ***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.

Impact  
on **Urban**  
Health

The Liminal Space





# GET INVOLVED

Whether your company has thousands of site-based night workers, or a small remote team, 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.**

Visit  
[night-club.org](https://night-club.org)  
to watch our  
videos

For further information,  
contact: [info@night-club.org](mailto:info@night-club.org)

