

Mental Health Is Everyone's Business

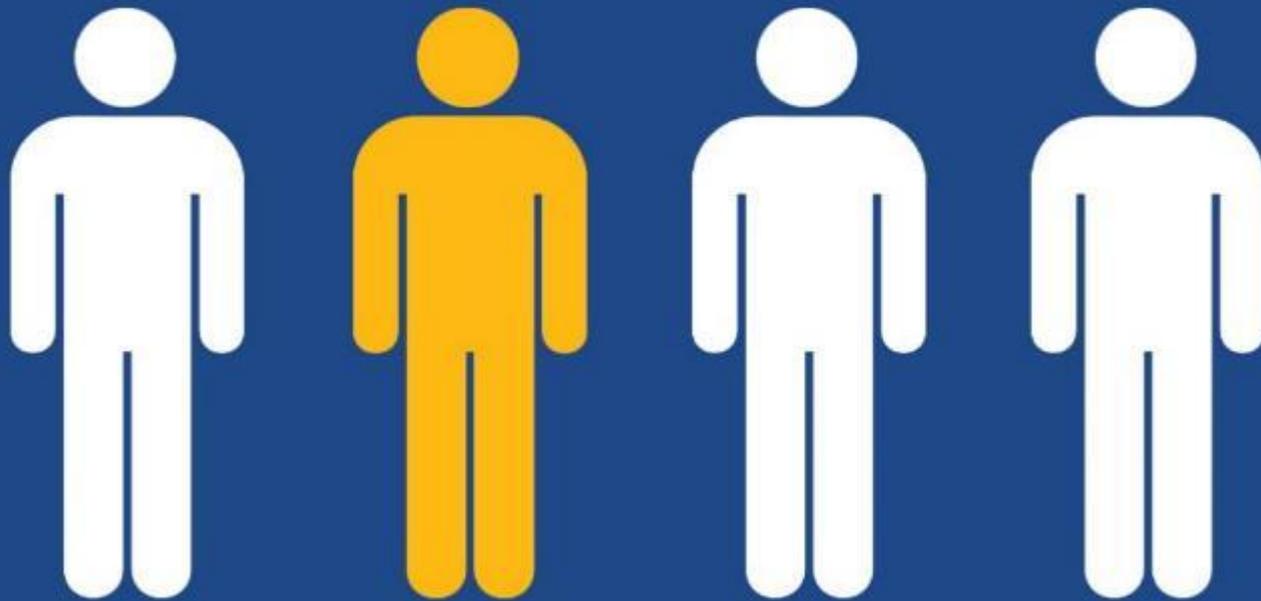
Insurance Charities: lunchtime briefings



We're Mind, the mental health charity.
We're here to make sure anyone with a
mental health problem has somewhere to turn to
for advice and support.



1 in 4 people experience a mental health problem in any given year



Silence around issue

Lack of **knowledge**

Wider society

Scared to raise the issue

Silence around issue

Increases **perception** of stigma

Those with mental health problems

Scared to reveal problem

Stigma



Attitudes are changing



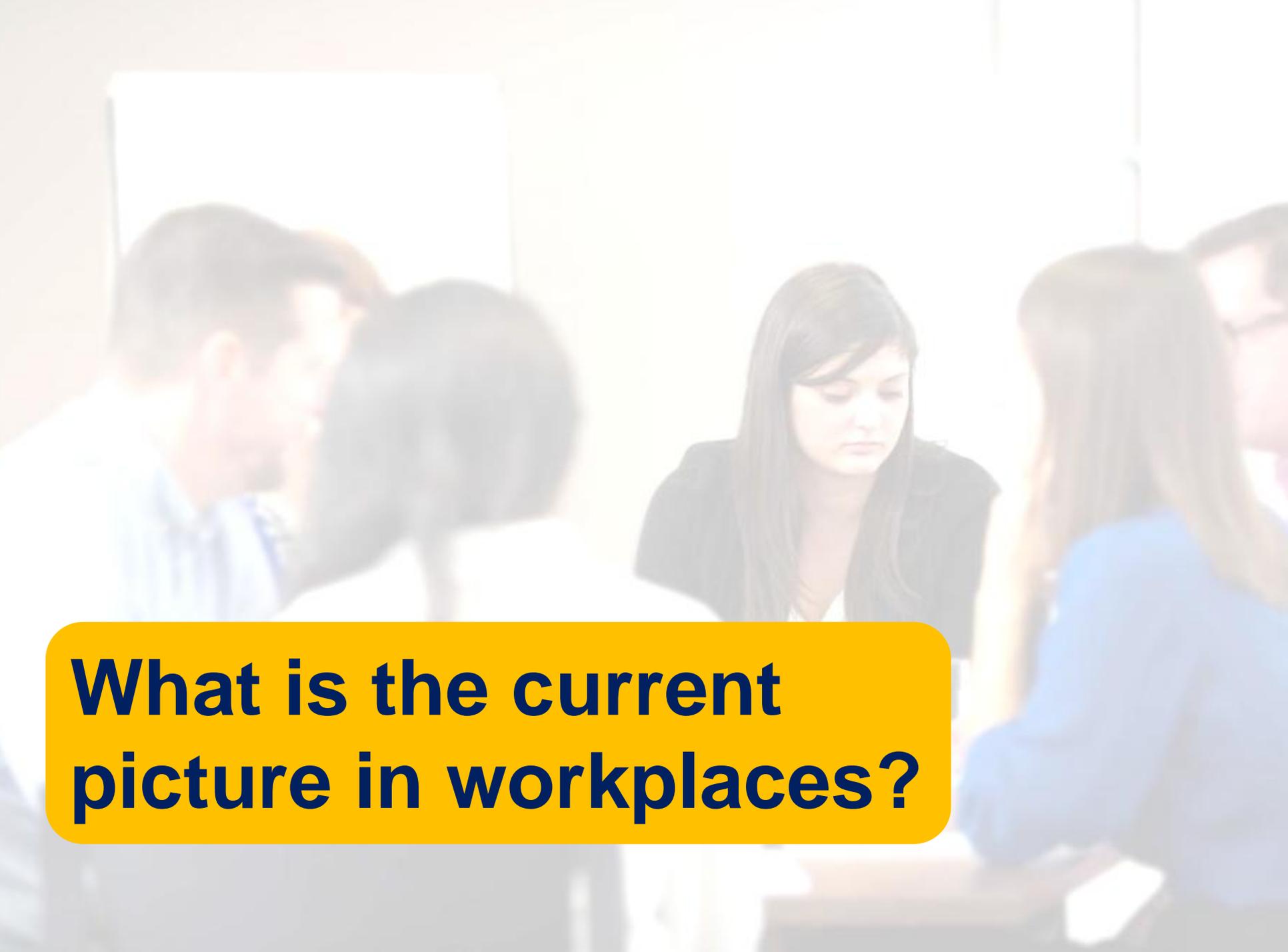
6% rise in willingness to continue a relationship with a friend with a mental health problem (82% to 88%).



5% rise in willingness to live nearby to someone with a mental health problem (72% to 77%).



7% rise in willingness to work with someone with a mental health problem (69% to 76%).

A blurred office scene with several people in business attire. In the center, a woman with long dark hair is looking down. To her left, a man in a light blue shirt is looking towards her. To her right, another woman with long brown hair is seen from the back, and a man with glasses is partially visible. The background is bright and out of focus, suggesting a modern office environment.

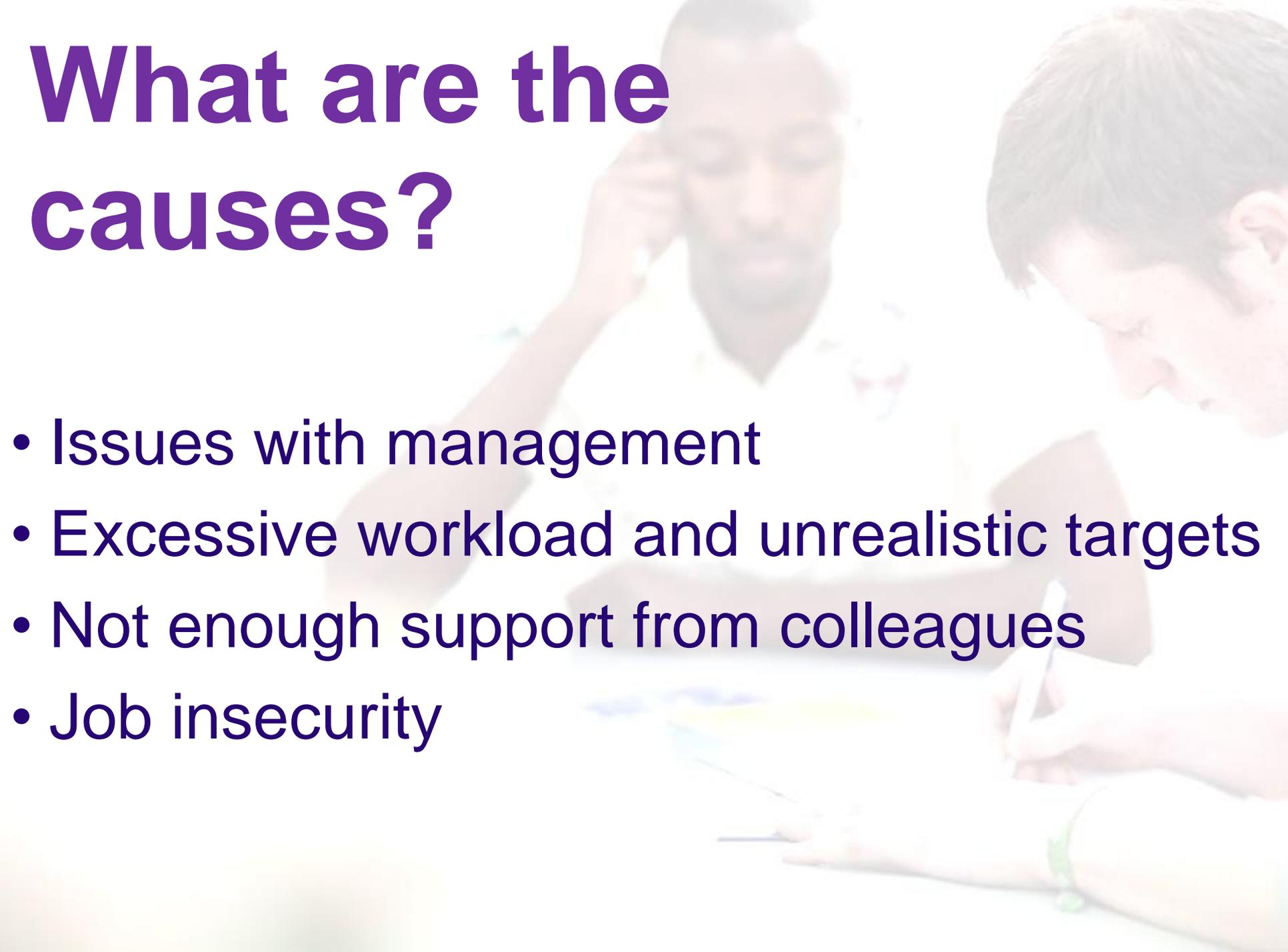
What is the current picture in workplaces?

Mental Health at Work

- Right now **1 in 6 workers** is dealing with anxiety, depression or stress
- Work is the **most stressful factor** in people's lives
- **40 per cent of employers** view workers with mental health problems as a 'significant risk'



What are the causes?

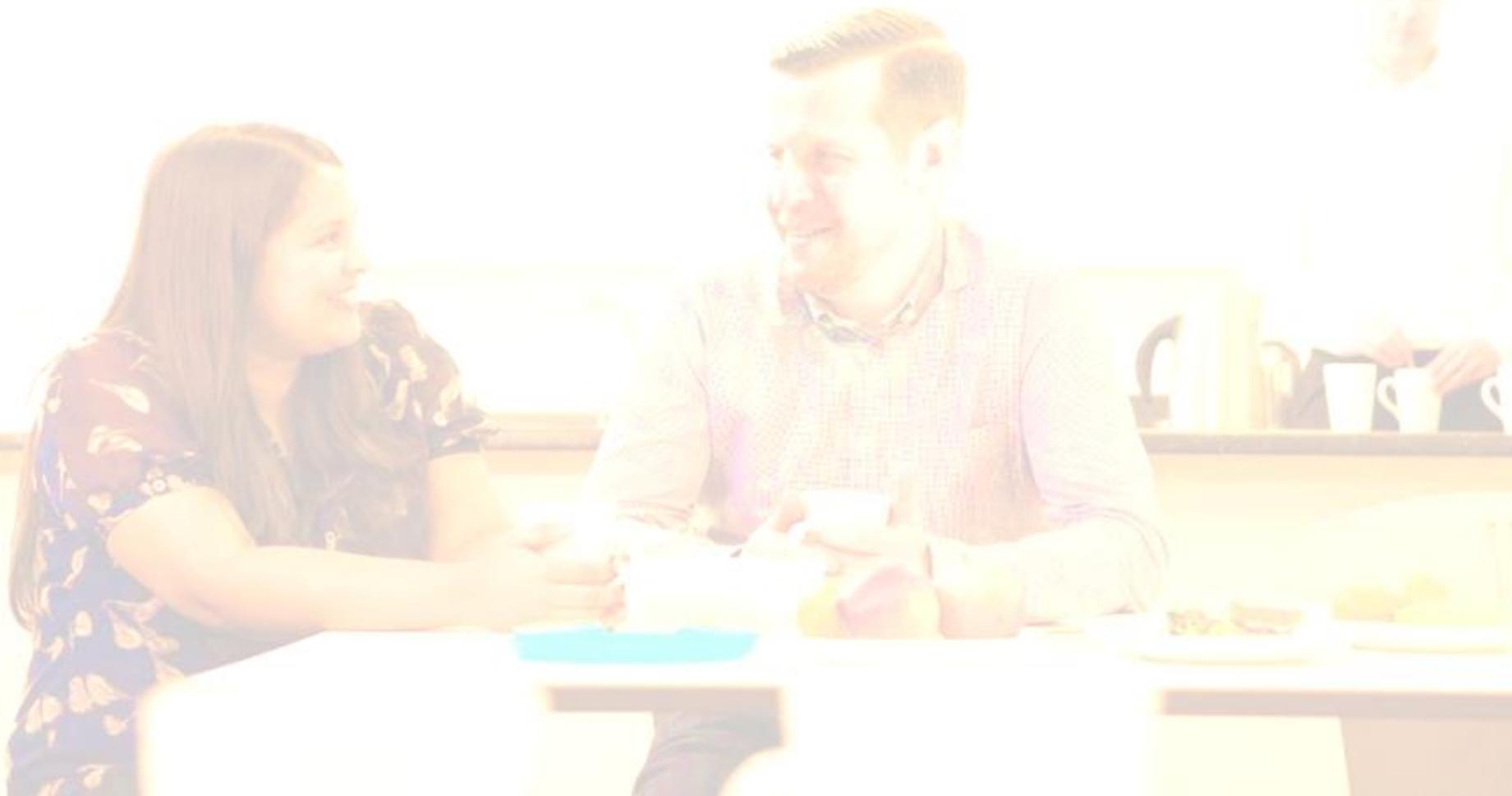
A blurred background image showing two men in a meeting. One man, a Black man with a beard, is on the left, looking thoughtful with his hand to his chin. The other man, a white man, is on the right, leaning over a table and writing on a document with a pen. They appear to be in a professional setting, possibly a conference room or office.

- Issues with management
- Excessive workload and unrealistic targets
- Not enough support from colleagues
- Job insecurity

Culture of Silence

- **8 in 10** employers have no mental health policy to help staff sustain good mental health
- **1 in 5** workers have called in sick due to stress but **95%** gave a different reason to their boss
- **22%** have been diagnosed with a mental health problem...less than half have told their boss
- Managers **want to do more** to improve staff mental wellbeing
- So employers need to take the first step and **make it a priority**

How to create a mentally healthy workplace...



Promote wellbeing

- Get mental health on the agenda and build mental health literacy
- Strong leadership – positive, open and clear culture which values staff
- Send a message – lunch breaks and sensible hours
- Support flexible working where possible
- Promote open dialogue and involve staff in decision-making
- Invest in your staff
- Promote physical and social activities
- Encourage peer support and buddy systems



Tackling the Causes

- Routinely take stock of organisation's mental health and wellbeing
 - Organisational level
 - Team level
 - Individual level
- Ensure line managers are supported and confident on mental health
- Organise work efficiently and effectively and clearly communicate responsibilities and expectations
- Consider the physical environment
- Publicise internal and external support

Supporting employees

- Develop tailored support for individuals when needed. A useful tool is developing an Action Plan that covers:
 - What keeps you well at work
 - Workplace triggers and early warning signs
 - Impact of mental health problem on performance
 - Steps for the line manager to take
 - Steps for the individual to take
- Put in place support measures and workplace adjustments

Depression in the Workplace



Symptoms of Depression

Restless, agitated or irritable

Down, upset or tearful

Guilty, worthless and
down on yourself

Empty and numb

**How You
Might Feel**

A sense of unreality

Isolated and unable to
relate to other people

No self-confidence or
self-esteem

Suicidal

Hopeless and
despairing

Finding no
pleasure in life or
things you usually
enjoy

Symptoms of Depression

Avoiding social events and activities you usually enjoy

Self harming or suicidal behaviour

Finding it difficult to speak or think clearly

Using more tobacco, alcohol or other drugs than usual

How You Might Behave

Losing interest in sex

Difficulty sleeping, or sleeping too much

Moving very slowly, or being restless and agitated

Difficulty in remembering or concentrating on things

No appetite and losing weight, or eating too much and gaining weight

Feeling tired all the time

Physical aches and pains with no obvious physical cause

A woman with long red hair and blue eyes is the central focus. She is wearing a grey floral patterned cardigan over a black top. She has a thoughtful or slightly concerned expression, looking towards the right. She is holding a white coffee cup. In the foreground, the back of a person's head with dark curly hair is visible on the left, and the side profile of a man in a white shirt is on the right. The background is a blurred indoor setting, possibly a cafe or office breakroom, with a circular light fixture on the wall.

**How do I know if
someone needs
support?**

Potential Indicators

- Changes in people's behaviour or mood or how they interact with colleagues
- Changes in their work output, motivation levels and focus
- Struggling to make decisions, get organised and find solutions to problems
- Appearing tired, anxious or withdrawn and losing interest in activities and tasks they previously enjoyed
- Changes in eating habits or appetite
- Increased smoking or drinking

How To Have A Conversation

1. Choose an appropriate place - somewhere private and quiet
2. Encourage people to talk - ask simple, open and non-judgmental questions
3. Don't make assumptions - don't try to guess
4. Listen to people and respond flexibly - adapt your support to suit the individual
5. Be honest and clear - address specific grounds for concern at an early stage
6. Ensure confidentiality
7. Develop an action plan
8. Encourage people to seek advice and support
9. Seek advice and support yourself
10. Reassure people - people may not always be ready to talk straight away



**How to take care of your own
mental health...**

Building your Resilience

- Do stuff to boost your wellbeing
- Build social connections
- Find ways to cope that work for you



Top tips at work

- Take your lunch break and get some fresh air
- Be honest if expectations are unrealistic
- Make the most of supervisions and one-to-ones
- Reflect on your achievements each day
- Talk to colleagues, friends and family



If you are feeling overwhelmed...

- Learn some relaxation techniques
- Take a deep breath and some time out
- Communicate if you need help





How we can help

Workplace Wellbeing Training

We offer training such as:

- Mental Health First Aid (MHFA)
- Mindfulness
- Line Manager training on mental health awareness and supporting people with mental issues into the workplace.
- Workplaces also send delegates to us for MHFA training



mind | Birmingham
for better mental health

Workplace
Wellbeing
Training



www.birminghammind.org



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Adult
Youth
Lite

Mental Health First Aid

Training Courses Now Available To Book

Book Through Eventbrite :<https://www.eventbrite.co.uk/o/birmingham-mind-8397773786>

Eventbrite or email us: training@birminghammind.org



MHFA Training

Our Open Access Mental Health First Aid Courses are all conveniently held at our Head Office in the Jewellery Quarter and can be accessed by any individuals or small group of people.

If you have a larger group of people, then please get in touch as we are happy to come to you ...




for better mental health

**We are offering 2017 training course dates for
Mental Health First Aid (MHFA)**

MHFA ADULT (Two Day Course)	24th & 22 June SOLD OUT 10th & 12th July 12th & 13th Sept 13th & 14th Nov
MHFA YOUTH (Two Day Course)	27th & 28th June 18th & 19th September 7th & 8th November
MHFA LITE (Half Day Course)	5th October

To Secure Your Place Visit Eventbrite*:
<https://www.eventbrite.co.uk/o/birmingham-mind-8397773786>

Charges Apply For Each Course* Venue: Birmingham Mind, Jewellery Quarter Certified Qualification by MHFA England

Email: Training@Birminghammind.org Tel: 0121 608 8001

Birmingham Mind Registered Charity: 1003906

Dates may be subject to change.

External Training: Who we have and are training!



UNIVERSITY OF
BIRMINGHAM



HM Passport
Office



WEST MIDLANDS FIRE SERVICE



UTC Aerospace Systems

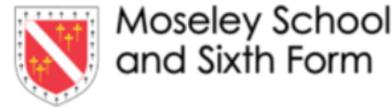
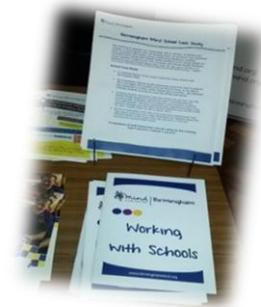
Where ingenuity takes off



Training for Schools

Schools:

- Training/presentations teaching & non teaching staff.
- Sessions for young people from year 7 upwards.
- Possibility of sessions for parents/Governors.



Formal campaigns and events which may help!



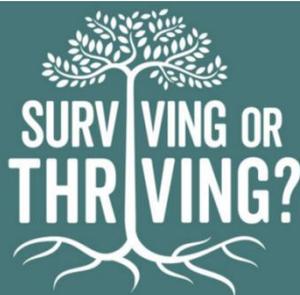
Time to Change: A national **campaign to end the stigma and discrimination that people with mental health problems face in England.**

Run by the charities Mind & Rethink Mental Illness, with funding from the Department of Health, Comic Relief and the Big Lottery Fund.

MENTAL HEALTH
AWARENESS WEEK

8-14 MAY 2017

#MHAW17



Mental Health Awareness Week 2017 takes place from **8-14 May**, with the theme of **surviving or thriving**. Coordinated by Mental Health Foundation.



World Mental Health Day is observed on 10 October every year, with the overall objective of raising awareness of mental health issues around the world and mobilizing efforts in support of mental health.

Keep Up To Date with News



Website
www.birminghammind.org

