

Welcome to the ...

Workplace Wellbeing Network

Talking about mental health at work

Introductions

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Kevin Rogers, Paycare

House keeping

- Fire alarms
- Toilets
- Mobile phones
- Confidentiality
- Respecting others' views

What today is all about

- Understanding what mental health and mental health problems mean
- Learning how to have a conversation about mental health

Kevin Rogers, CEO Paycare

Paycare

Everyday Health Cover since 1874

Better wellbeing, better business



Did you know?

- 1 in 3 employees has a diagnosed mental health problem
- 91 million working days were lost to mental health problems (2017)
- 300,000 people with mental health problems lose their jobs each year
- Mental health problems cost UK employers almost £35 billion a year

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Mental health at work: Confidence & Conversations

Adele Biddle

Learning Outcomes

- ▶ To gain a greater understanding of Mental Health First Aid and what they can offer.
- ▶ Be aware of language when having conversations about Mental Health.
- ▶ Understanding Personal Recovery – What is it?
- ▶ Relationship between work and mental health!
- ▶ Confidence in conversation around Mental Health



Exercise 1 – Graffiti Exercise

Personal Recovery – What is it?

- No Health Without Mental Health (HM Government 2011)
- Key objective – more people with mental health problems will recover
- Recovery approach as dominant model

Clinical recovery

Involves being free of symptoms, restoring social functioning and returning to how the person was before the illness.

Personal recovery

An individual's process of finding a way to live a life in which the person can flourish, develop a new attitude and feelings towards themselves and find meaning and purpose given their personal experience of their mental health.

Do we all have Mental Health?

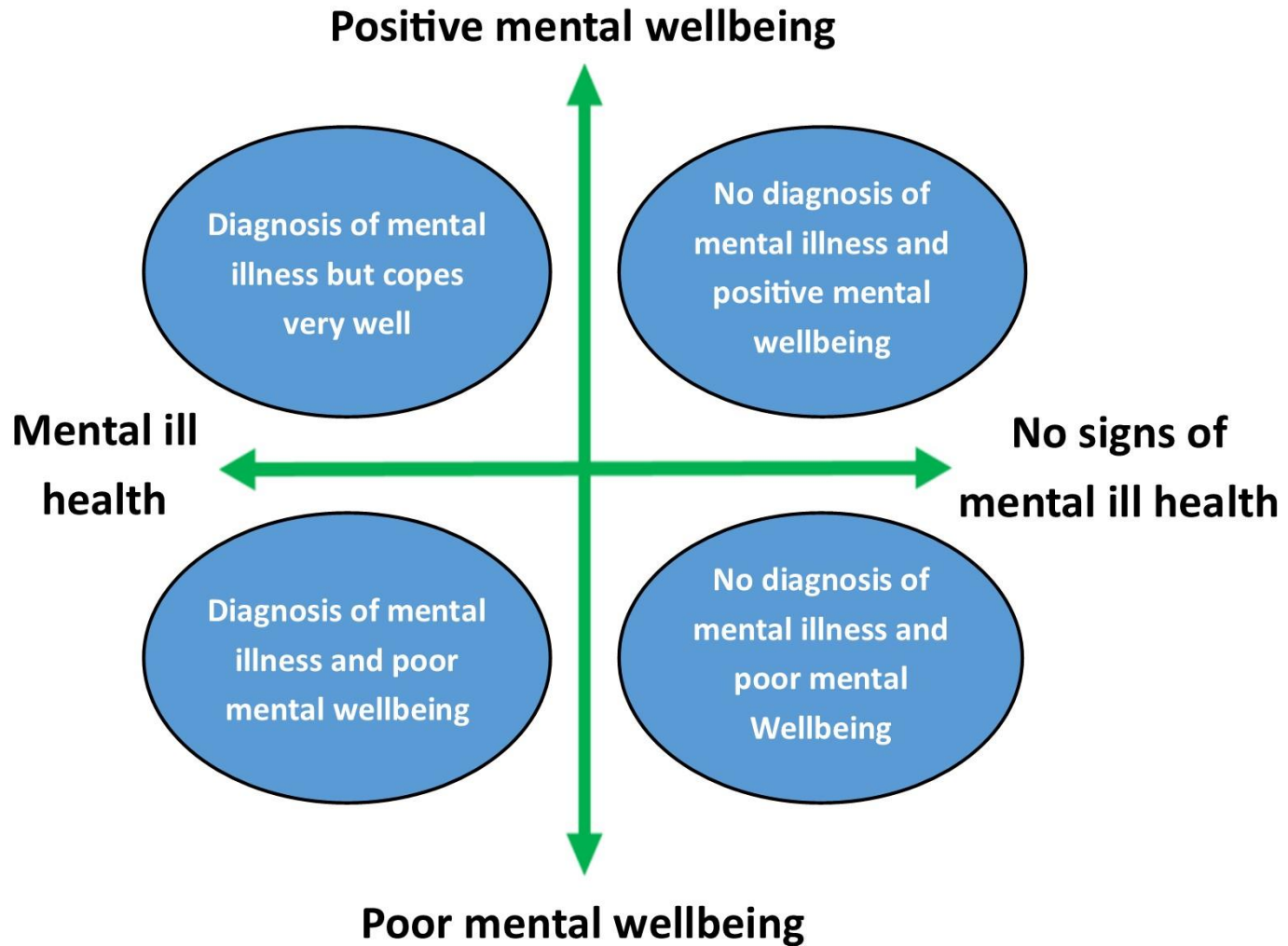


Mental Health:

Your general state of well-being & state of mind. Something that should be looked after

Mental Illness:

Something that disrupts your mental state and interrupts how you feel, think, communicate and behave



Confidence in Conversations

Choose a setting

Time

Empathy

Genuine

Body Language

Listen

Have a Go!

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Questions & Actions





**thank you for listening and
taking part in today's workshop**

Key takeaways

- Mental health problems are more common than you think
- Talking about mental health doesn't need to be daunting or difficult
- Taking the time to listen properly can make an enormous difference
- Creating a mentally healthy workplace is really good for your business

Mind resources to share with you

- Managing conversations around mental health
- Wellness Action Plans – Guide for managers
- Employers' guide to mentally healthy workplaces

Looking after your own wellbeing

The Five Ways to Wellbeing

Connect

Be active

Learn

Take notice

Give

Creating a mentally healthy workplace

1. Make a commitment – sign the Time to Change Employer Pledge
2. Do a staff wellbeing survey – find out what they think
3. Create clear mental health policies and procedures
4. Promote mental health, tackle the causes, offer support & training

Thanks & Keep in touch

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