World Mental Health Day, 10 October 2017
Resources for workplaces

Every year World Mental Health Day is observed on 10 October, this year the theme for the campaign day is *"mental health in the workplace".*

There are several different elements to this theme, you might wish to focus on one or more of the following:

- Looking after your own mental wellbeing, and encouraging your colleagues and staff to look after theirs.
- Supporting colleagues who have mental health problems.
- Challenging stigma and making your workplace a healthier environment.
- Practical things you can do if your work environment is negatively affecting your mental wellbeing.

Warrington's Public Health Team is supporting World Mental Health Day by encouraging conversations about mental health in workplaces across the Borough.

Having a conversation about mental health doesn't have to be difficult. The Time to Change and Stamp Out Stigma campaign websites have suggestions and resources to help both employers and employees talk about mental health and challenge stigma.

Time to Change

Time to Change, the national anti-stigma campaign, has ideas and a range of resources on its website to help people start conversations about mental health and challenge stigma in relation to mental health problems. There's a "Get involved in the workplace" section which includes a World Mental Health Day pack for workplaces to download.

The workplace section covers the following areas:

- The employer pledge
- Get your employer involved
- Employee champions
- Champions in the workplace
- Support for employees
- Support for employers
- Make an impact in your workplace

1 in 4 of us will experience mental health problems.

Having a colleague in your corner can make all the difference.

time to change
let's end mental health discrimination

The website also has pages with free campaign resources which you can customise and download, these includes a range of resources for campaigning at work. (The image above is one of the social media posts you can download).

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Stamp Out Stigma

The Stamp Out Stigma Campaign, which is run by North West Boroughs Healthcare NHS Foundation Trust, asks individuals and organisations to pledge to avoid using language which is hurtful or offensive to people who experience mental health problems, or to people with learning disabilities. The campaign website has a section for employers, with free resources you can download, there's also the option for organisations to become corporate partners. You can request an allocation of the free Stamp Out Stigma branded campaign merchandise from the site.

The following sites also have information about workplace mental health for employers, and/or employees. Many of the suggestions they give are simple, practical things that can make a real difference to people's mental health at work:

Health and Safety Executive (HSE)

The HSE's site has information on work related stress, which covers what work related stress is; how to manage and prevent work related stress; and where to get support. The site includes resources you can download, case studies, information for employees who are dealing with personal issues, and information for employers who manage staff.

Mind

The website of Mind, the national mental health charity, has a workplace section, with a number of pages covering different aspects of workplace mental health. These include:

- **Mental health at work**

These pages have information about taking care of yourself, taking care of your staff, and free webinars. The information outlines inexpensive and practical ways you might improve your own, or your employees' mental wellbeing. There are free resources you can download including a guide to Wellness Action Plans.

- **Workplace Wellbeing Index**

This is Mind's benchmark of best policy and practice, which aims to help organisations identify where they are doing well; and where they might improve their approach to mental health in their workplace. There is a cost for this service.

- **Corporate partnerships**

This section outlines how companies can work in partnership with Mind.

- **Influence and participation toolkit**

The toolkit was developed by Mind to enable organisations and workplaces to meaningfully involve people with lived experience of mental health problems, in their work and in the development of their organisation.

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The pages below on work and mental health are in the "everyday living" section on Mind's site:

- **How to be mentally healthy at work**

This section is for people managing their own mental health at work. It covers: types of work, work and stress, workplace relations, getting support and returning to work. The information can be downloaded free as a PDF booklet.

Blue light services

Each of the pages below provides information for staff and volunteers on how they could manage their mental wellbeing; and gives details of support available to people working in their particular service. The information on each of these pages can be downloaded free as a PDF booklet.

- **Working in the ambulance service**
- **Working in the fire and rescue service**
- **Working in the police service**
- **Working in the search and rescue service**

The legal rights section on Mind's website includes information on discrimination at work. These pages explain what you can do if you've experienced discrimination at work because of a mental health problem. The areas covered include the laws which protect you from discrimination at work, and where you can get information, support and advice. This information can be downloaded free as a PDF booklet.

NICE

The National Institute for Health and Care Excellent (NICE) has produced Mental Wellbeing at Work guidance, which outlines how organisations can create the right conditions to promote mental wellbeing at work. This guidance can be downloaded free as a PDF from the NICE website.

The Royal College of Psychiatrists

This site's pages on work and mental health are split into different sections for: workers, employers, clinicians and carers. The areas covered include starting or returning to work when recovering from a mental health problem; rights at work; supporting colleagues or employees; Wellness Action Plans and creating a healthy work environment.

Workplace Wellbeing Charter

This Charter is a national workplace award, which focuses on health, safety and wellbeing. It enables organisations to benchmark themselves against best practice. To achieve accreditation organisations are audited in eight areas, including mental health. Advice and recommendations for improvements are offered as part of the Charter process. To find out more you can register your interest on the Workplace Wellbeing Charter website.

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Happy? OK? Sad?

The aims of Warrington's mental health awareness site www.happyoksad.org.uk are to make the general public aware of:

- simple things they can do to look after their mental wellbeing
- symptoms of common mental health problems
- services that can offer information, advice, support or treatment
- what to do if someone can't cope and needs help right now

The website includes a directory of mental health support services. Local services are clearly marked and brief text explains whom each service is for and whether people can self-refer.

The site is divided into age specific pages, so people can quickly find the information and services most relevant to them. There's also a page for frontline workers, with links to online tools, resources and training opportunities.

The information and links on the Happy? OK? Sad? site cover both mental wellbeing and mental health problems, so the site is relevant to people who currently enjoy a good level of mental wellbeing, as well as those who are having problems coping and need immediate support.

Happy? OK? Sad? promotional materials

Free leaflets, flyers, posters and bookmarks promoting the Happy? OK? Sad? site are available for distribution in Warrington. For more details contact Warrington Health Promotion Resource Centre on 01925 443193 or resources@warrington.gov.uk.

Happy? OK? Sad? workshops

Warrington's Public Health Team offers two workshops relating to the Happy? OK? Sad? site. One gives a general overview of the site, to help people familiarise themselves with the content and layout, so they can signpost the people they support to appropriate services. The other workshop, which focuses on the wellbeing section of the site, covers what mental wellbeing is; why it's important for us all to look after our mental wellbeing; and the range of free evidence-based resources which people can use to maintain or improve their mental wellbeing.

The Public Health Team's training webpages explain more about both workshops, who's eligible to attend, dates the workshops will be delivered and how people can book on: www.warrington.gov.uk/phtraining

Before you circulate this sheet to colleagues or staff,
you might want to add details about employee support that is specific to your own workplace.

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