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 **mind** Havant and East Hants





Wellbeing in the workplace

 **Mind** Havant and East Hants

Introduction

- Case for action and cost of inaction
- Legal implications
- What a comprehensive wellbeing strategy should include
- Common things workplaces get wrong or omit



The Human Cost of Ignoring Wellbeing

Negative Impact on Employees:

- Increased stress, burnout, mental health problems, low morale and job satisfaction.

Worsening of Performance:

- Reduced productivity, absenteeism, turnover.

Long-term Consequences:

- Negative company culture, damage to company reputation.



The Financial Cost of Poor Workplace Wellbeing

Direct Costs:

- Health insurance, sick pay, re-hiring.

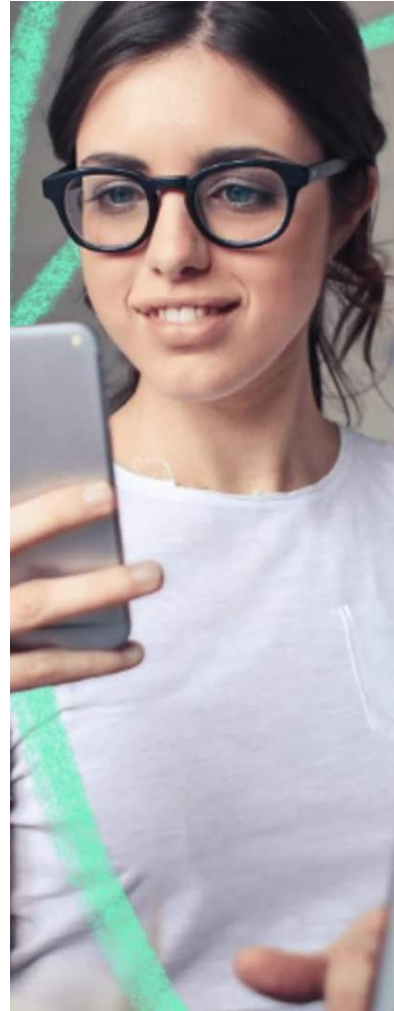
Indirect Costs:

- Decreased productivity, increased errors, low quality of work, reputational harm.



Post lockdown

- Post pandemic return to work was a cause for concern for million of employees.
- We delivered training and support to over 2000 staff in local authorities.
- The increase in reporting of poor mental health post pandemic was significant



Leaving Lockdown

From full lockdown to the various stages of the Government roadmap, rules have changed and it can be hard to adjust to new guidelines as we open up communities again.

What could help us manage these feelings?

- Get practical support from organisations who can help
- Talk to someone you trust
- Try online peer support
- Give yourself time
- Express your feelings creatively
- Make choices to control the things you can
- Try self-care
- Seek wellbeing support when you need it

The Legal Implications for Business

- Health and Safety at Work Act (1974): Duty of employers to ensure employees' health, safety and welfare at work.
- Management of Health and Safety at Work Regulations (1999): Risk assessments, preventive measures.
- Stress at Work: HSE's Stress Management Standards, duty of care for mental wellbeing.



The Case For Action

Employee Engagement:

- Happy employees are more productive, creative, and committed.

Attracting and Retaining Talent:

- Companies with strong wellbeing programmes attract top talent and have lower turnover rates.

Enhanced Reputation:

- Socially responsible companies are preferred by consumers, investors, and potential employees.



- Annual cost (employers UK) - £33 billion - £42 billion (over half presenteeism, rest is sickness absence and staff turnover.¹

Figure 3: Poor mental health costs employers between £33 billion and £42 billion a year²¹.

This is made up of:



This amounts to a cost per employee of between £1,205 and £1,560 per year. This cost is for all employees, not just those who are ill.

- Cost of poor mental health to Government is between £24 billion and £27 billion - benefits, falls in tax revenue costs to NHS.²
- To the economy £74 billion and £99 billion per year.³

1, 2 and 3 - Deloitte report www.deloitte.co.uk/MentalHealthReview

21. Costs are rounded to the nearest £billion and may not sum due to rounding. More detail on the methodology is available in the Deloitte publication (add link)

The Case For Action

73% "able to bring their whole selves to work" when believed workplace took MH seriously.

Businesses that implemented MH initiatives retained 11% more staff.

Harvard Business Review

Sept 2020 and Aug 2021 – 52% employees do not feel supported.

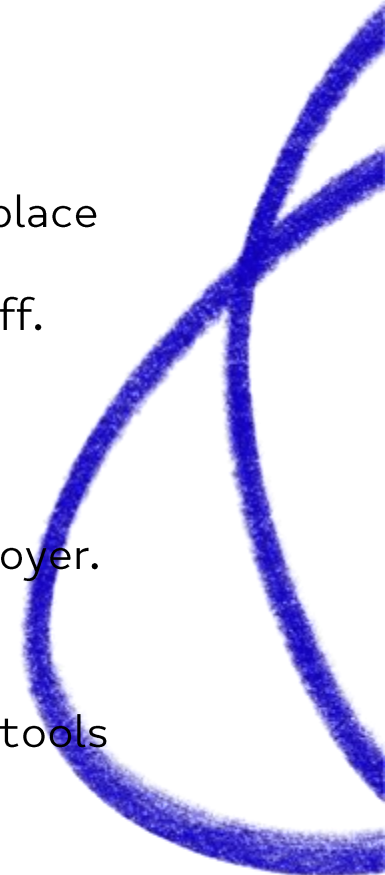
1/3 respondents expect or would like more support from their employer.

Deloitte UK mental health report 2022

36% working adults said that in the past year they had used some tools and resources to help them manage their MH.

Growing use of digital tools (apps and services to support MH, alongside EAP's)

Deloitte UK mental health report 2022



What a Comprehensive Wellbeing Strategy Should Include

Physical Health:

- Encourage exercise, healthy eating, and regular health checks.

Mental Health:

- Education, combatting stigma, support for stress management, offer support for staff and extra support for the supporters, promote work-life balance.

Social Wellbeing:

- Foster a positive, inclusive culture, promote teamwork, and provide channels for feedback and communication. Think about the social determinants of MH.



5 ways to wellbeing

Connect



Five ways to
wellbeing with

 mind Havant and East Hants

Be active



Take notice



Give



Keep learning



Strategies should use
evidence based tools
including the
promotion of 5 ways
to wellbeing

Key Approaches to Promote Wellbeing

- H&WB survey/benchmarking
- Getting senior leaders on board
- Foster culture of openness- normalising conversation
- Good supportive policy - (recruitment & H&WB policy, inclusion and diversity policy flexible working remote working etc)
- Involve staff in dialogue and decision making



Key Approaches to Promote Wellbeing

Training:

- Foster understanding and awareness – induction . Stress management, line manager training , mindfulness or workshops on prevalent topics.

Support Systems:

- Employee Assistance Programmes,
- Mental health first aiders, Champions,
- Wellbeing action plans
- Wellbeing "check ins"
- Wellness resources,
- Peer support, buddy systems, mentors





Stress Awareness Day

Being under pressure is usually a normal part of life. But as we continue to gradually return to social and workplace settings, some of us are finding ourselves overwhelmed by stress. This can lead to mental health problems or exacerbate existing problems, cause exhaustion, physical illness and impact on every aspect of your life.

National Stress Awareness Day is a great opportunity to take a moment to think about our wellbeing and find advice or support on managing our stress.

In the caption are a few ideas to help you think about what you can do to support your own wellbeing and that of your friends and colleagues.

Fundraising isn't just about the money

- Raising awareness
- Showing positive support for mental health
- Engaging staff in the process of acknowledging the case for support.
- Motivating staff to get involved
- Combatting stigma



Implementing Wellbeing Strategy –Common mistakes or emissions

Senior Leadership Support:

- Lack of leadership in promoting and implementing wellbeing initiatives. Tokenistic engagement from the top.

Employee Involvement:

- Lack of engagement of employees

Recruitment and support of champions MHFA (policy & strata)



Implementing Wellbeing Strategy – Common mistakes or emissions

- Failure to recognise the pressure on line managers
- Lack of awareness of support in the community and connectedness to local services

Regular Monitoring and Review:

- Use workplace wellbeing surveys, focus groups, and health data to assess effectiveness and make improvements.



Fundraising alone doesn't change culture

- There are people at every level within the organisation who can show leadership and make change happen.
- Fundraising can be used to negate the need to change culture or pay lip service so it needs to be part of a wider strategy.



Portsmouth FC 

@Pompey

Official Twitter account of Portsmouth FC | 
YouTube: youtube.com/officialpfc |  Instagram
officialpompey | #Pompey 

 Fratton Park  portsmouthfc.co.uk

 Joined October 2010

278 Following 142.8K Followers



Support and Services

- **Workplace wellbeing and Training** – workplace@easthantsmind.org
- **Adult Wellbeing** - wellbeing@easthantsmind.org Tel - 02392498916
- **Adults Safe Haven Havant** (6pm – 10pm 365 days a year)- 0300 3031560
- **Children and Young Peoples Wellbeing** cyp@easthantsmind.org - 02392498916
- **Young People Safe Havant** (Tue, Wed Thur 5 – 8pm) Tel – 0300 3031580
cypsafehaven@easthantsmind.org

[Website www.easthantsmind.org](http://www.easthantsmind.org)

Facebook: @HEH.Mind

Instagram and Twitter: @HEH_Mind

SIGNPOSTING

Signposting and resources

We encourage anyone needing support to contact their GP. This is often the first point of call for free talking therapies, possible medication and crisis services.

If we have already or don't wish to contact our GP, we can contact the below service providers/ charities to find out more about service and support options

HEH Mind - easthantsmind.org

Samaritans - samaritans.org / 116123

Mind - mind.org.uk

ChildLine - childline.org.uk / 0800 1111

Citizens Advise – citizensadvisehavant.org

Hampshire CAMHS – hampshirecamhs.nhs.uk

Havant Job Centre – 0800 1690190

LGBT+ Link Officers – Call 101

Men's Shed – havantmensshed.weebly.com

Papyrus - papyrus-uk.org / 0800 0684141

PARCS – parcs.org.uk

Two Saints - twosaints.org.uk

Further signposting

Action for happiness

Take action towards a more caring world
www.actionforhappiness.org/

Mental health self help guides

www.mentalhealth.org.uk/publications

iTalk / Talking Change

online/phone support and guidance to a better wellbeing
www.italk.org.uk/

Hub of hope

Resources for when need someone to talk to.
www.Hubofhope.co.uk

Counselling Directory

Paid services
www.counselling-directory.org.uk/

Anxiety UK

There to help with stress and anxiety
www.anxietyuk.org.uk/

Get self-help

Support focused on cognitive behaviour therapy
www.getselfhelp.co.uk/

Mind Kit

Top tactics to implementing the 5 ways to wellbeing
www.mindkit.org.uk/5-ways-to-wellbeing/



Mental Health and Wellbeing opportunities to raise awareness within the workplace

FURTHER TRAINING OPPORTUNITIES

Email : workplace@easthantsmind.org

- ✓ Mental health first aid courses, refreshers
- ✓ MHFA policy job descriptions, recruitment support
- ✓ Mental health training for Line Managers
- ✓ Bitesize 1-hour sessions with subject areas to include mental health awareness, suicide awareness, managing stress, anxiety and loneliness, menopause awareness.
- ✓ Connect 5 conversations training
- ✓ Suicide prevention training
- ✓ Safeguarding training
- ✓ Policies & practices
- ✓ Mental health First Aid Champions
- ✓ Peer to peer support
- ✓ Time to talk – within working week
- ✓ Check ins with staff
- ✓ Team meetings
- ✓ Bitesize sessions around Mental Health
- ✓ Encourage a work life balance
- ✓ Encourage exercise, break from screen
- ✓ WAP





Corporate Fundraising

Beneficial, informative and engaging partnership opportunities

Option one

- Fundraising target up to £2,000
- Dedicated point of contact
- Use of 'in aid of' logo
- Talk introducing HEH Mind
- Digital/ printed flyers and booklets
- Shared campaigns planner
- Online partnership promotion
- 1x Staffed information stand*

Option two

- Fundraising target £2,000 to £10,000
- Everything in option one
- 1x Lunch and Learn intro session
- 2x Staffed information stands*
- 5% off training courses*

Option three

- Fundraising target over £10,000
- Everything in option one and two
- 2x places on MHFA course
- 10% off training courses*

*Indicates this is replaced, rather than added to in the other options

Find out more fundraising@easthantsmind.org