



Workplace Wellbeing Forum

27th September 2022

Jo Southan

Wellbeing Partnerships Manager
Public Health, Warwickshire County Council

Managing health at work for employers

In the UK, **131 million working days** are lost to sickness absence every year.
Main reasons for sickness absence:



**34.3 million
days lost**

Minor illnesses



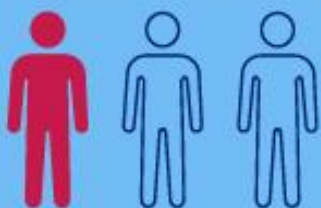
**28.2
million
days lost**

Musculoskeletal
problems



**14.3 million
days lost**

Stress, depression
and anxiety



1 in **3**

employees with a long-term health condition
have **not discussed it** with their employer

Mental Health & Wellbeing in the Workplace

Who's job is it?

Sam Skelton



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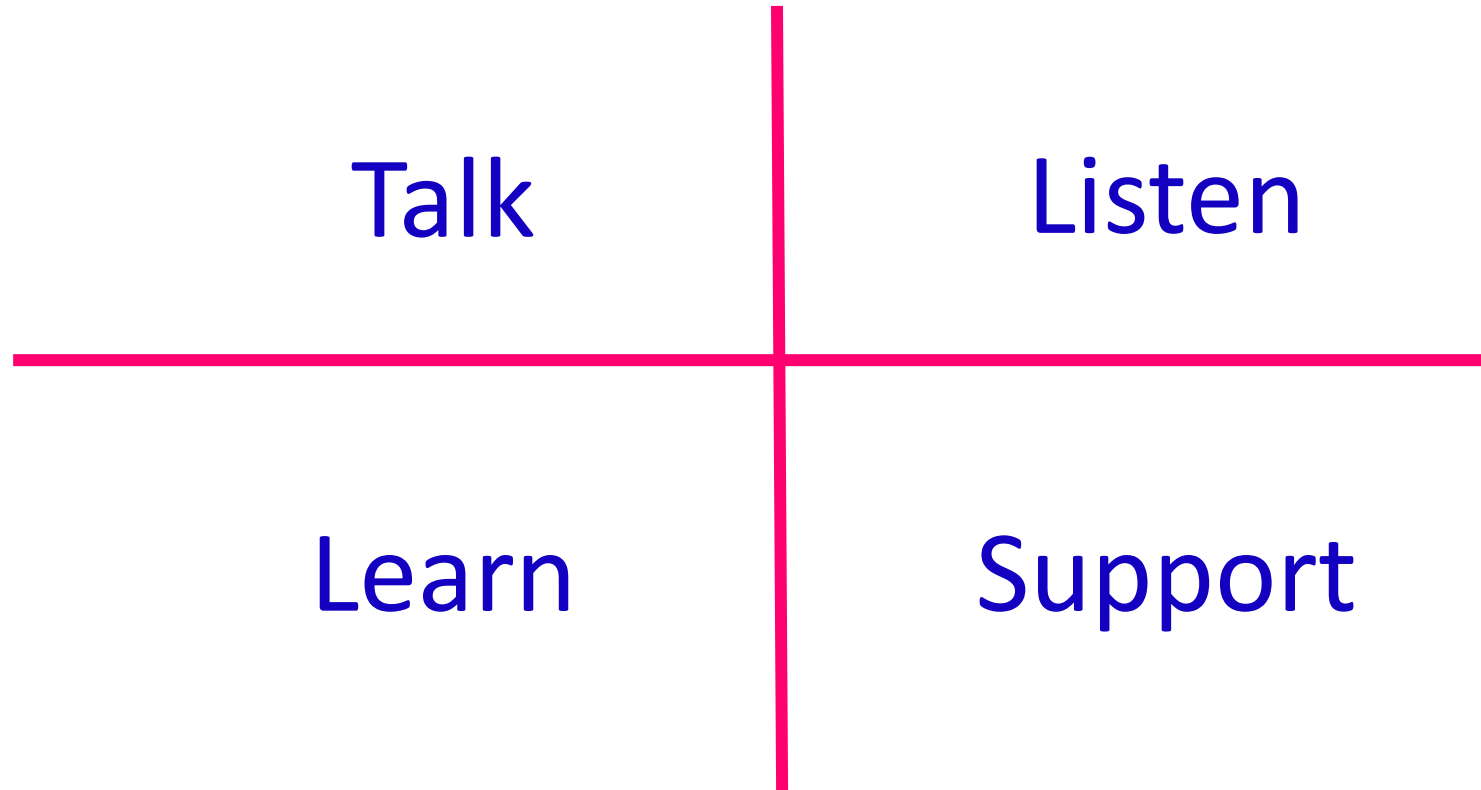
Would you employ this man?



Why prioritise mental health at work?

- 50% of employees choose to go to work even though they are struggling with their mental health
- Presenteeism costs the employer 4 times more than absenteeism
- £1 spent on employee wellbeing gets £5 back for the employer

How can we support employees?



Suicide Awareness and Prevention

 mind Coventry and Warwickshire

Did you know?

For every death by knife crime in England and Wales there are 22 suicides

Up to 135 people are impacted by a single suicide

For each death by road traffic accident there are 4 deaths by suicide

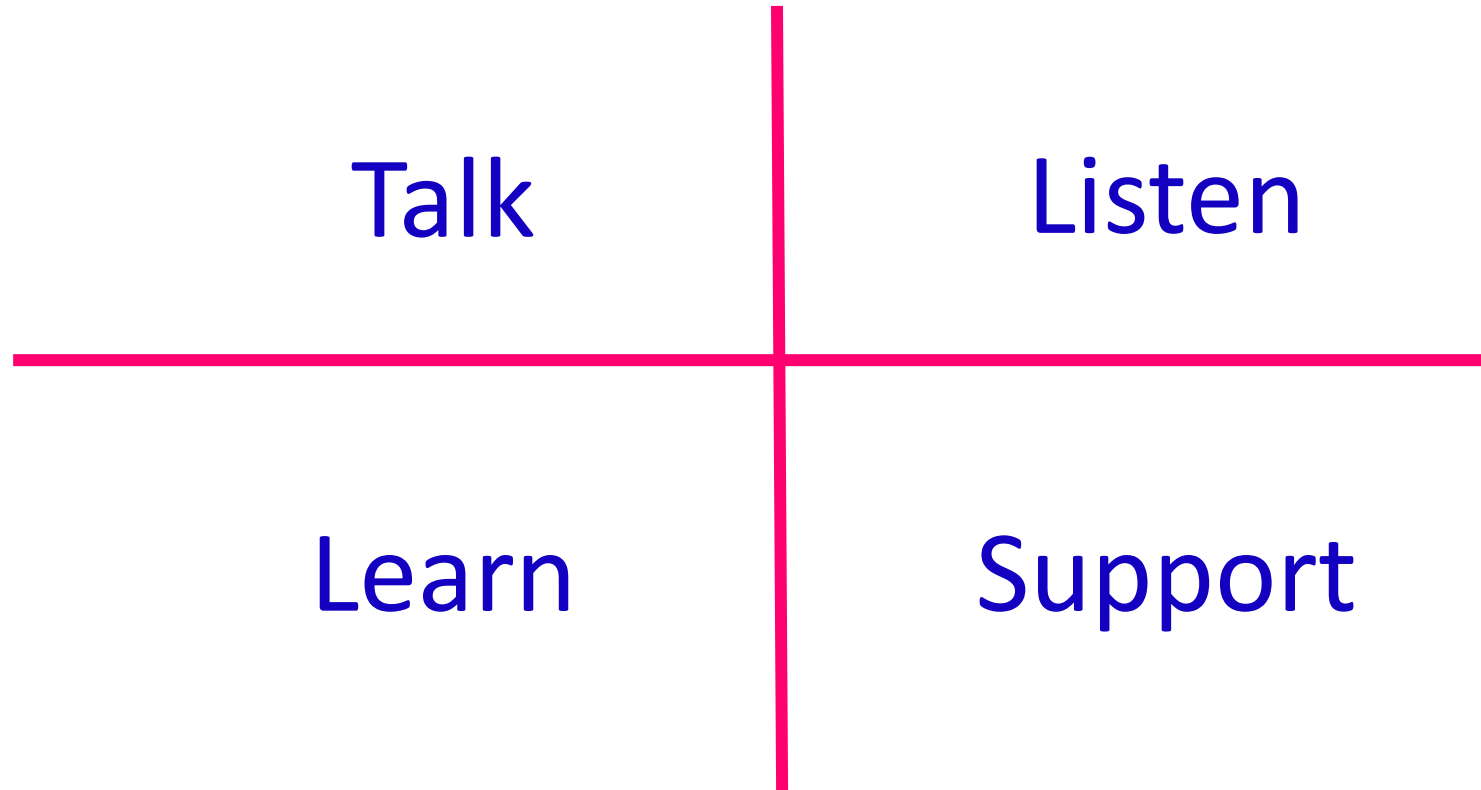
75% of all suicides in the UK are by men



Risk Factors

- Loneliness
- Existing mental health conditions
- Bereavement
- Bullying/discrimination
- Financial issues
- Long term physical illness
- Major life changes

How can we support employees?



The impact of losing a colleague to suicide

Luis Beldon
Lear Corporation



Mental Health

take time to talk



- In July 2019, sixteen people throughout the UK were trained to become mental health first aiders. The employees were selected from different areas of the business to ensure that all those needing support had good access to the first aider.
- By the end of 2022 we will have approximately 70 people trained throughout the UK as mental health first aiders with more to be trained in 2023.
- Lear's **Time to Talk** campaign is now a global program within our workplace endorsed by our senior Leadership Team. It supports speaking more openly about our mental health and helps to remove the stigma attached to mental health. We share tips and advice from external organisations on how to look after our mental health and that of those around us. We talk about how simple things can make a difference to someone's day – a coffee or a simple how are you. Wellbeing catchups are also now on the agenda in ALL weekly team meetings.

Mental Health

 take time to talk

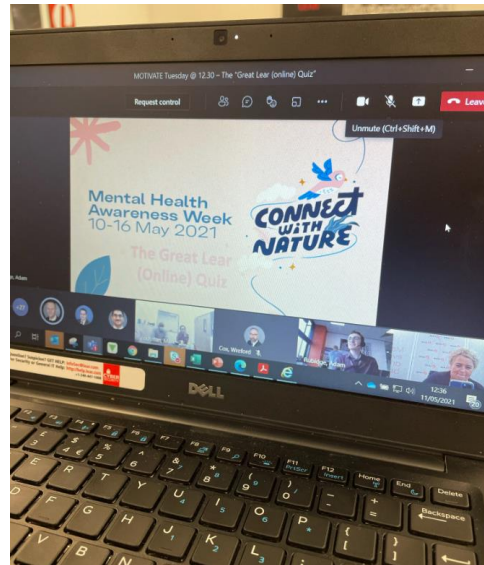
Testimonial

- *“There were days when I struggled to even think about leaving my house because of my personal battles. By having this channel to talk more openly I know that I always have support at work and someone who will listen to me without judging. I found the confidence to be myself at work and even apply for a job internally which I was successful at! I’m forever grateful to those who listened and to Lear for having such a valuable program available”.*

Jo McCormack

Mental Health

take time to talk



driving wellness.



How are we addressing this in Coventry and Warwickshire?

- Suicide Prevention Gatekeeper Training
- Shared Community of Practise
- Suicide Prevention Multi Agency Group
- Suicide Prevention Strategy 2023-2030
- Dear Life Website

Delivered by Coventry and Warwickshire suicide prevention partners



Dear Life

Life is dear, keep hold of it, you are not alone

- Online suicide prevention platform for Coventry and Warwickshire
- Developed as part of the C&W NHSE funded suicide prevention programme (2018-21)
- Co-produced by local stakeholders including services and people with lived experience
- Currently hosted by Coventry and Warwickshire Partnership Trust
- Ongoing development as we progress the C&W suicide prevention work programme

<https://www.dearlife.org.uk/>





Dear Life

Life is dear, keep hold of it, you are not alone

[About Us](#)

[Contact Us](#)

[I need help now](#)

I need help now

Support and contact details for people who may be able to help you

I'm worried about someone

Advice on how to recognise the signs that someone needs help

Looking after yourself

Ways to maintain and improve your wellbeing

I've been bereaved

Support for those affected by losing a loved one

Dear life blog

Telling your story can encourage others and reduce mental health stigma

Support for Young People

Are you finding things hard right now?



" I wanted to learn more about suicide prevention ...
... so I looked at what training was available "



For children and young people, Rise are here to support you



The world is better with you in.

As we get new information to support you this website will evolve. If you have any feedback, please [contact us](#).

[Accessibility](#) [Cookie Policy](#) [Privacy Policy](#) [Sitemap](#)

CALL TO ACTION

Link Dear Life from your own website

Promote and signpost to Dear Life

Use it, and share feedback with us

<https://www.dearlife.org.uk/>



You do not need to struggle alone, help and support is available right now if you need it.

Dear Life helps people in Coventry and Warwickshire to find mental health and suicide prevention information and advice for themselves or someone they are worried about.

www.dearlife.org.uk



No one should ever feel as though suicide is their only option.

Free support is available 24/7

Immediate risk to life:
call 999 or go straight to A&E

Urgent crisis advice:
call 111 or the NHS Mental Health Access Hubs on 08081 966 798

Confidential emotional and local support:
call 0800 616171

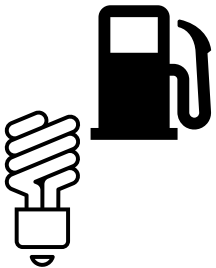


HANNAH CRAMP: Suicide Prevention Partnership Manager hannahcramp@warwickshire.gov.uk





Break Out sessions





Feedback session:

**Act on Energy
Citizens Advice
Warwickshire County Council**



TransMission^{PR}

Trans Inclusion: A powerful signal that a company cares about doing what is right



Aby Hawker...

She/Her



A PR professional with more than 20 years' experience in the industry.

TRANSMISSION
PR
TOP TALENT

Founder



Comms Star



Trans Ally





TRANSMISSION
PR
TOP TALENT

Content Creator

Social Guru

Trans Advocate

Victoria Oldman...

She/Her

Experienced community & engagement manager with a background in PR, journalism and AV production.



TRANSMISSION
PR
TOP TALENT

Content Creator

Trend Spotter

Audience Attractor

Jake Edwards...

He/They

Non-binary content creator that speaks the language of social media and has a natural instinct for what works.



TRANSMISSION
PR
TOP TALENT

Filmmaker & Writer

Creative Thinker

Non-binary Innovator

Nick Virk...

They/Them

An experienced and innovative storyteller interested in representing the underrepresented.



TRANSMISSION
PR
TOP TALENT

Blogger

Research Ninja

Trans Ally

Errol Seymour...

She/Her

Professional copywriter proud to use her skills to advocate for a more inclusive world.



TRANSMISSION
PR
TOP TALENT

Global Communicator

Educator

Trans Ally

Ryan Winterhalter...

He/They

A non-binary PR professional and educator with experience speaking to audiences on an international level.



TRANSMISSION
PR
TOP TALENT

Writer

Eagle-Eyed Editor

Trans Ally

Louis Millington...

He/Him

Part of the LGBT+ community and a passionate supporter of trans rights.



TRANSMISSION
PR
TOP TALENT

Film Maker

Passionate Podcaster

Trans Ally

Veronica Cirillo...

She/Her

Experienced journalist with a passion for media production and corporate communications.



TRANSMISSION
PR
TOP TALENT

Consultant

Content Creator

Marketing Specialist

Max Slack...

He/They

Trans man, influencer, advisor and champion of increasing LGBTQ+ visibility.

Trans 101

The basics



The basics...

- A trans person is not someone who changes gender
- When we are born we are assigned a gender based on our genitalia – AMAB AFAB
- For 99% this is correct – for c1% this is incorrect
- Trans people have always existed
- Some societies openly recognise and accept trans people, others do not
- Education will alleviate fear of ‘getting it wrong’ and encourage greater understanding and acceptance



LESBIAN

GAY

BISEXUAL

TRANS

INTERSEX

BINARY

NON BINARY

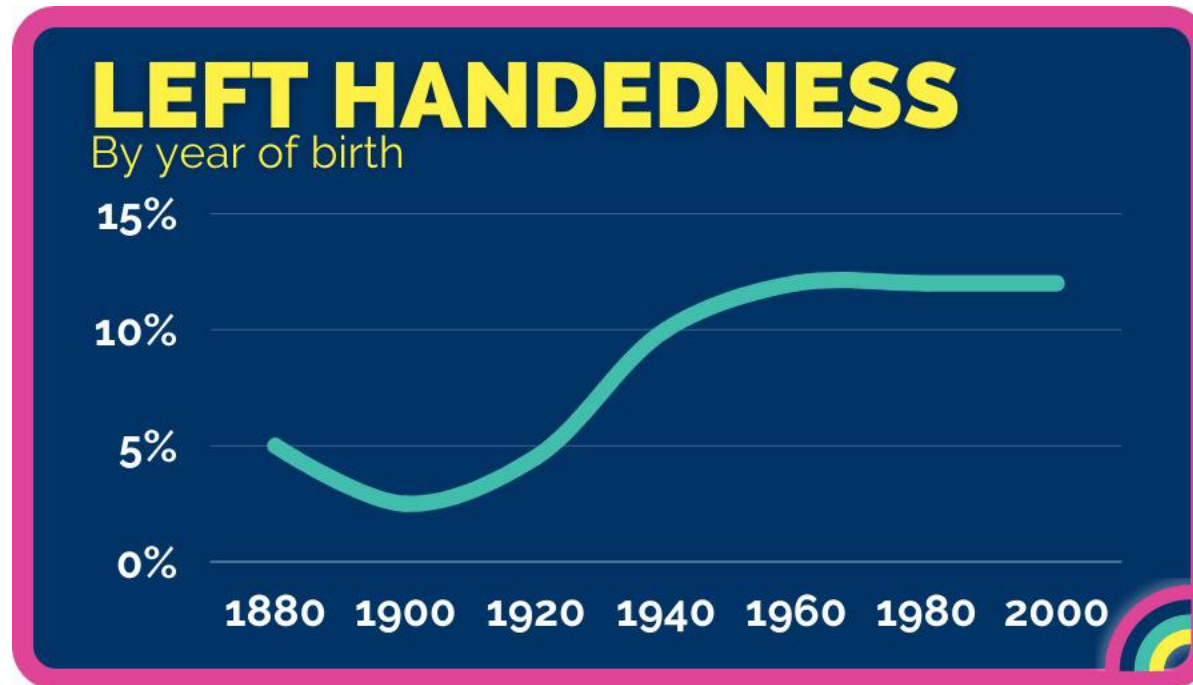
Who you go to bed with...

Who you go to bed as...

Key terms:

- Trans man
- Trans woman
- Non-binary
- AMAB
- AFAB
- Cisgender
- Gender transition
- Gender dysphoria
- Gender affirming
- Deadname

Where did all these trans people come from?



Trans inclusion matters



The stats...

- 82% of transgender individuals have considered suicide
- 40% have attempted suicide
- Half of trans people have hidden their gender diversity at work due to fear of discrimination
- 34% have been excluded by colleagues for being trans
- 12 % have been physically attacked by a customer or colleague
- 55% have been diagnosed with depression

Transphobia by any other name

- Intentional and repeated misgendering
- Talking about someone behind their back
- Failure to allow someone to use the facilities that align with their gender
- Micro aggressions

But what does this have to
do with me...

We don't have any trans employees!

Your stakeholders are trans

Trans and non-binary people represent a conservative 1% of the population – that means your customers, clients, colleagues, suppliers, employers, shareholders are trans.

Trans people do not live in a vacuum

A recent US survey revealed that 42% of adults personally knew someone who is trans

Social justice rules

Modern consumers are openly committed to social justice, brands who ignore this fact are pushing their clients towards the competition.

It's the law!

The law recognises gender diversity as a protected characteristic. It is unlawful to discriminate – whether intentionally or not – against someone because they are trans or non-binary.

How to be an ally...



Do better

- There is no doubt that fear of getting it wrong represents a major barrier
- This puts individuals in a reactive/defensive position
- The best way to combat this is to take control
- Consider how your stakeholders might be impacted before the fact
- Know your values – and live them
- Don't reinvent the wheel
- Watch – and learn what others are doing

Treat all people with dignity and respect

Pronouns

- Word used when referring to a person, examples are he, she, they
- Pronouns are very important to some (not all) trans people
- Introduce your pronouns
- Ask someone's pronouns if unsure
- Use the pronouns people ask to you use
- Respect the pronouns = respect the person

Practical ways to be more inclusive of gender minorities

- Audit existing communications, are they inclusive?
- Develop a clear, trans-inclusive position and communicate it to employees
- Publish trans inclusive policies proactively – don't wait until you *have* to
- Employ trans talent
- Embed trans inclusion in your comms strategy
- Make your campaigns inclusive **all year round**
- Don't rely on trans colleagues to educate the rest of the team – bring in the experts
- Advocate for your trans colleagues
- Make it easy for personnel to include their pronouns on their signature, and only if they wish to do so.

The good news...

- Individuals who are affirmed in their gender report overwhelmingly positive outcomes
- Research suggests that 72% of people are supportive of trans rights
- Socially conscious consumers are increasingly choosing brands with values that align with their own
- More and more organisations are prioritising ED&I

You never know if someone you are
working with is part of, or connected to,
the community

Assume your audience is diverse
and be inclusive – not only is it
the right thing to do – it's good
for business!



Remember...

- It is easy to get it wrong
- It is easy to get it right
- If in doubt – politely ask
- If you get it wrong – correct yourself and move on
- Remember... It is unlawful to discriminate – whether intentionally or not – against someone because they are trans or non-binary.

Sky Blues in the Community

Sky Blues in the Community are the official charity arm of Coventry City Football Club

We work to make a difference in the community across the areas of:

- Health
- Sport
- Education
- Inclusion



Sky Blues in the Community

We recently received 5-years funding from the National Lottery Community Fund to deliver a men's mental health programme across Coventry and Warwickshire.

Why?

- Suicide is the leading cause of death for males under the age of 50
- Over 75% of all people who commit suicide are male
- Only 9% of men with mental health problem access support services.



MENTalk Clinical Background

Education:

Psychology BSc (1:1 hons) locally @ Warwick

Clinical Experience:

NHS psychology teams across specialist secondary healthcare services.

- 1) Secondary Care: Community Mental Health and Wellbeing Team (IPU 3-8), non-psychotic disorders.
- 2) Secondary Care: North Warwickshire Learning Disabilities Team.
- 3) Secondary Care, inpatient: St Michaels Hospital, Psychiatric Intensive Care Unit.
- 4) Secondary Care: Perinatal Mental Health Team, Coventry.

MENTalk Structure

90 minutes of physical or creative activities led by SBitC Senior Community Coach, e.g:

- Multi-sports; football, badminton, basketball, soft archery, football tennis, etc.
- Creative activities; bushcraft, fishing, gardening, shirt design, etc.

30 minutes mental health workshop led by SBitC Mental Health Coordinator, e.g:

- Sessions on Anxiety, Depression, Stress, Self-compassion, Exercise and Sleep, Pillars of Health. Underlying approaches: Cognitive Behavioural Therapy and Compassion Focused Therapy

Feedback:

“The first big step was joining. After that everyone was welcoming and we all felt like a team together”

“I found the sessions have improved my mental health. It helped me to about my feelings and thoughts about my mental health. It was useful listening to others about their experiences also. I feel I can talk more now about how I feel”

“The Thursday session is always something I look forward to all week. And yes, I'm working on myself, but if I can also help someone also along the way that makes me happy.”

“I am not exaggerating when I say this course has been a lifesaver as I was really struggling and running out of options about how I was going to keep going before being introduced to this course.”

“It has been a pleasure being at the sessions and I now have a different view on things. Now I feel I have got to a better place”

“I have gone from zero to hero. I can control my anxiety attacks to an extent now using the methods we were shown in the sessions and I have stopped taking medication because of the training I have received”

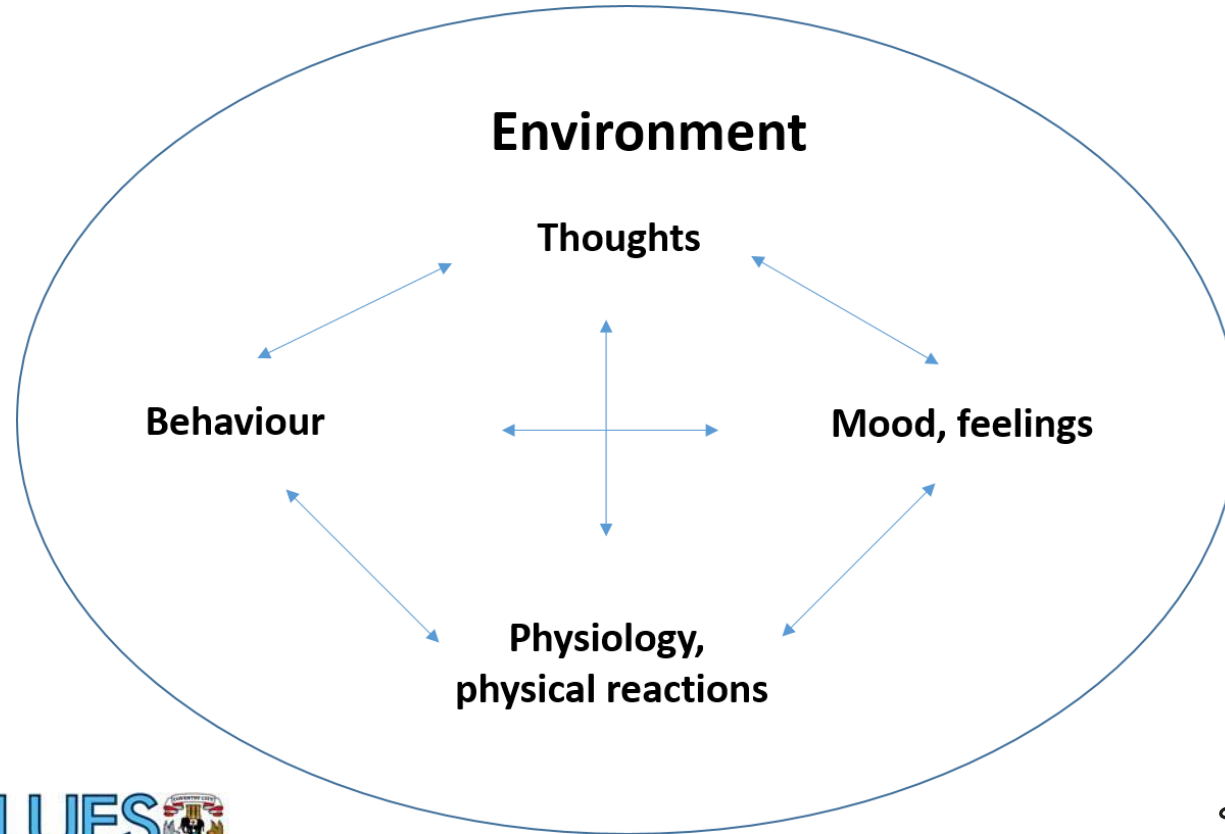
“Safe environment and it's also helpful to see others in the same situation regarding feelings and thoughts to understand I'm not alone and this makes our team a team.”

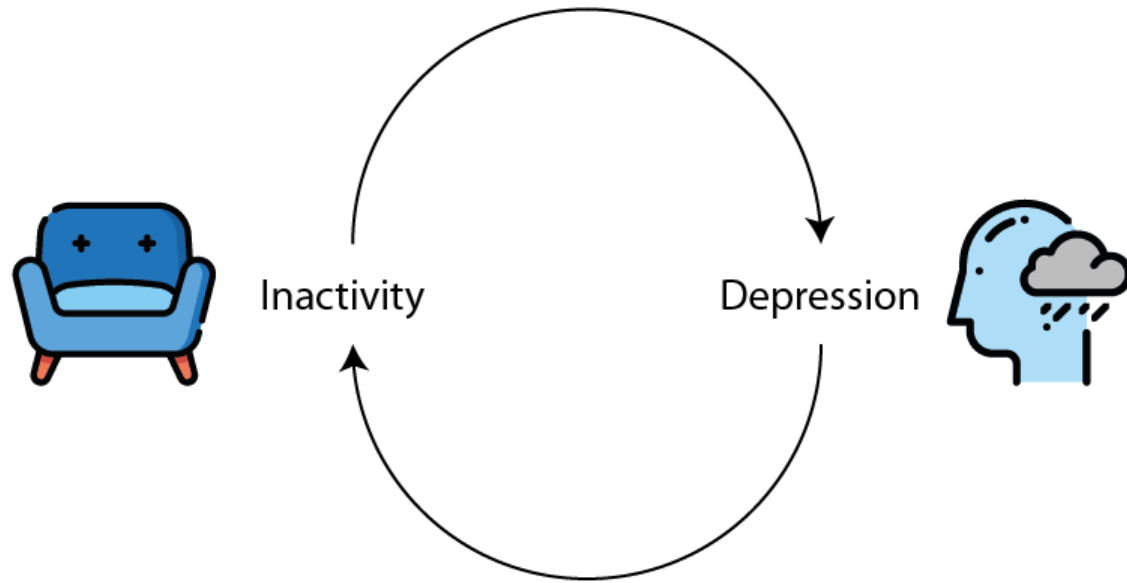
“You have helped in so many ways. I'm not sure you realise how awesome this project is from a person to have lived with this illness for so long. Talking with you has helped calming me down and getting me in a better place. This group is awesome for me. My wife wants to thank you as well as she's seen a change”

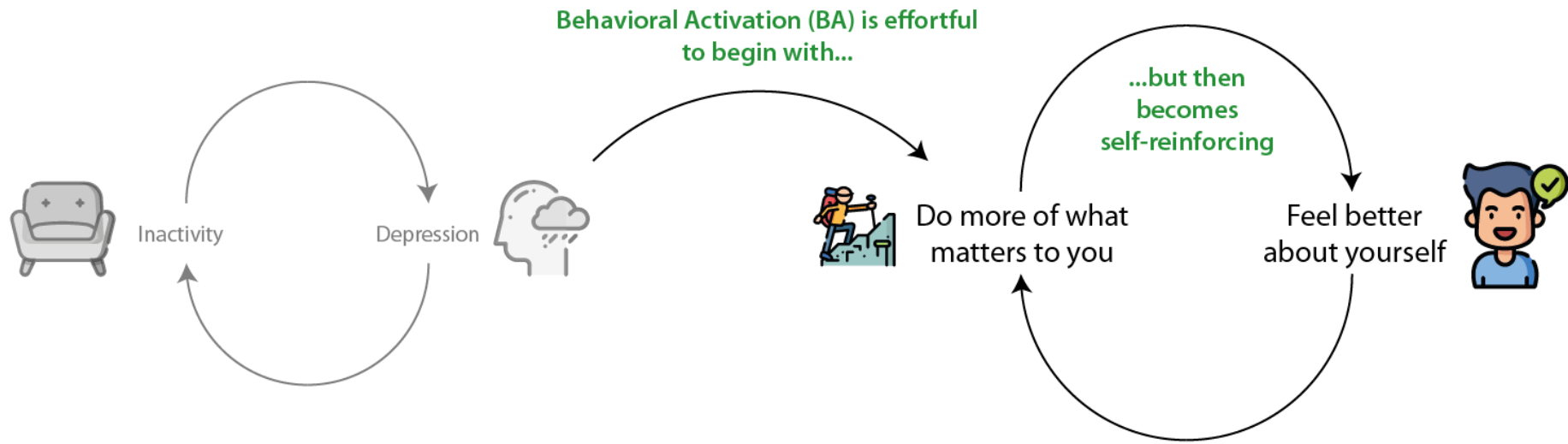
MENTalk

- **Online sessions, 6-week free intervention**
- **Physical sessions:**
- **Warwick**
- **Rugby**
- **Coventry**
- **Nuneaton**

What keeps depression going?







[CBT Technique: Behavioral Activation - YouTube](#)



SYMPATHETIC NERVES
"Fight or flight"

Dilate pupils



Increase heartbeat



Relax airways



Inhibit stomach activity



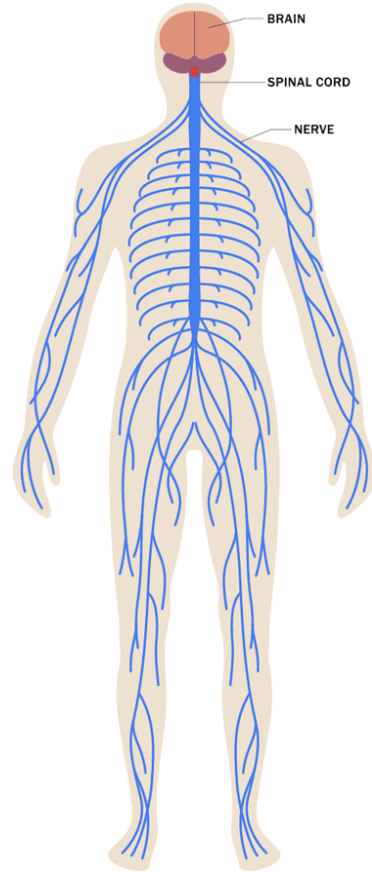
Stimulate glucose release



Secrete adrenaline



Promote ejaculation
& vaginal contractions



PARASYMPATHETIC NERVES
"Rest & digest" / "Feed & breed"



Constrict pupils



Slow heartbeat



Constrict airways



Stimulate stomach activity

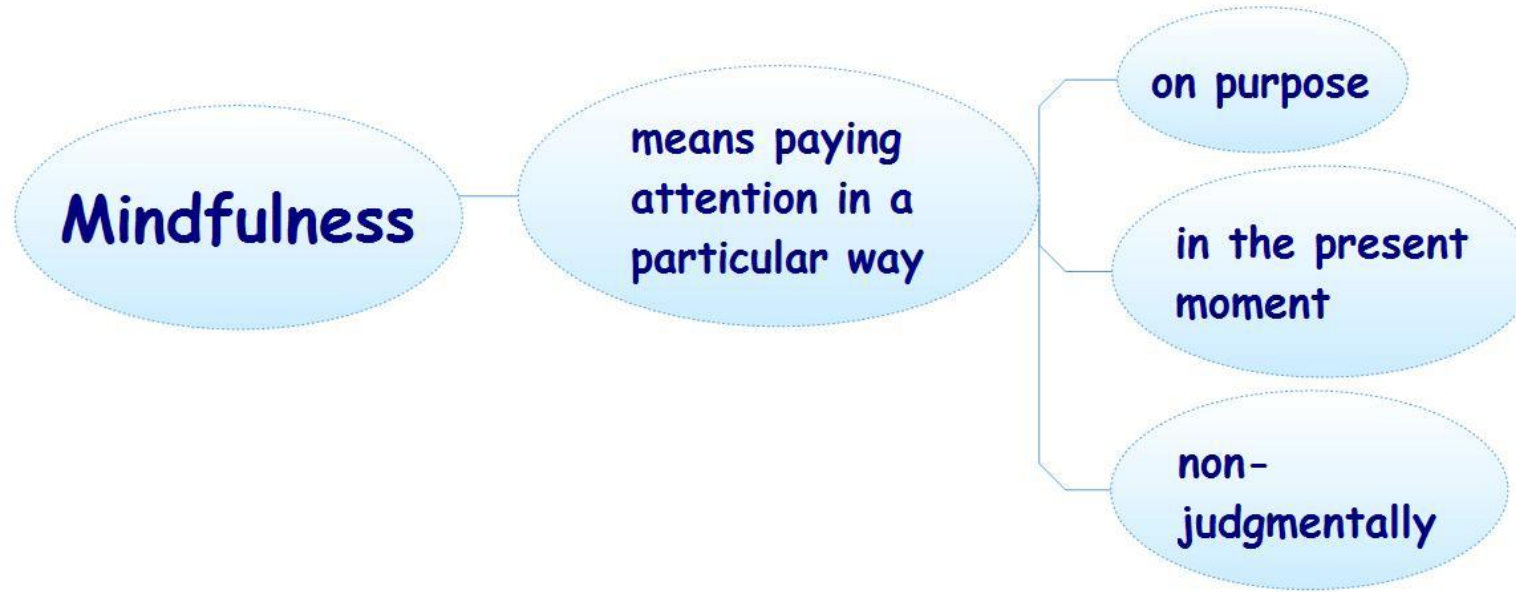


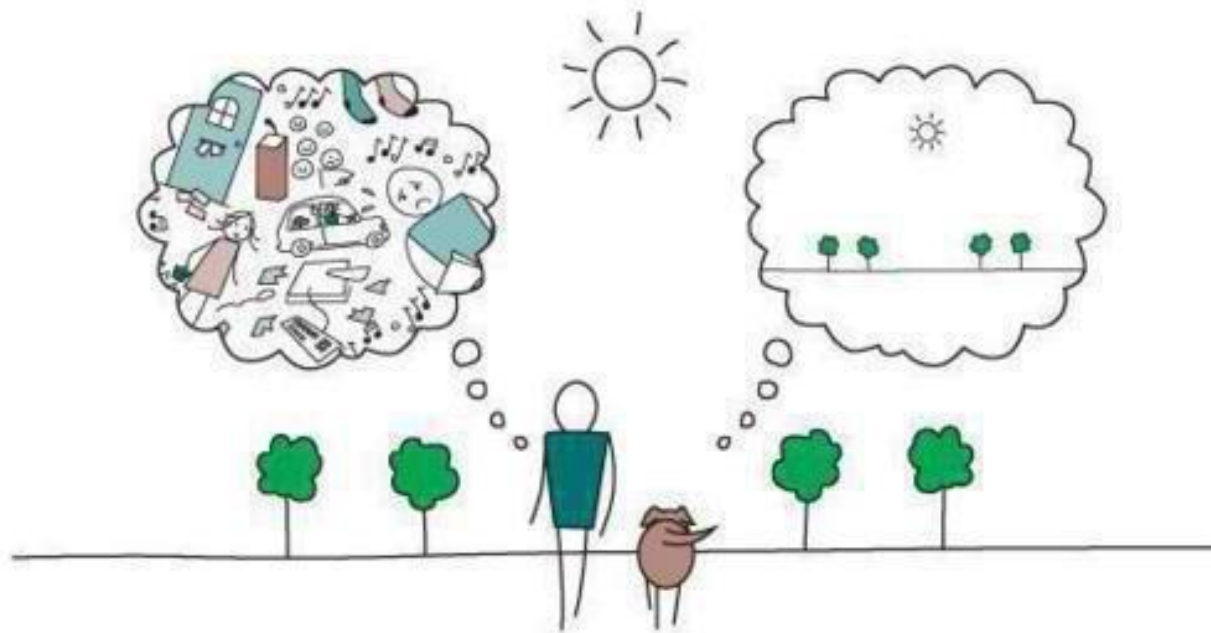
Inhibit glucose release



Stimulate sexual arousal
(both man and woman)







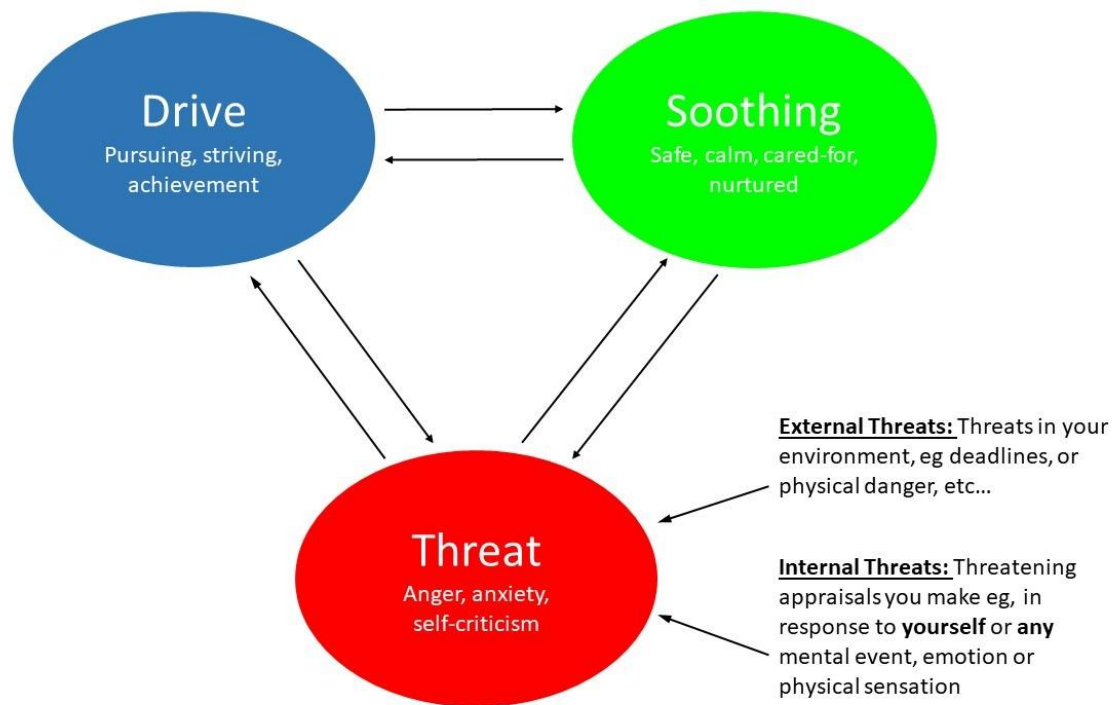
Mind Full, or Mindful?

Exercise

- Exercise releases cortisol (stress hormone)
- Cortisol is modulated by the HPA-Axis (manages the stress response) in the nervous system
- HPA-Axis has a negative feedback loop. That is, once cortisol reaches a certain level in the blood, the HPA-Axis signals for less cortisol to be released ('Deactivation').
- The HPA-Axis has a 'cool down' period once the negative feedback deactivates the response
- Therefore, it releases less of the hormone during this period.
- [2-Minute Neuroscience: HPA Axis - YouTube](#)

The 'tricky brain'

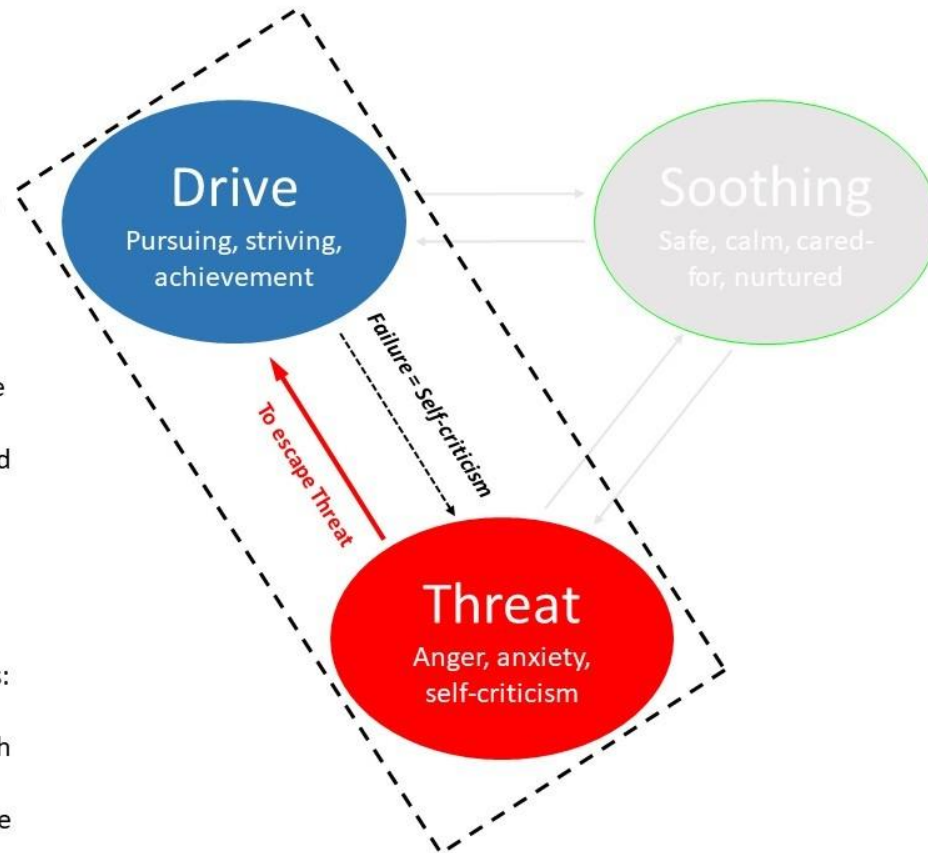
Our 'Tricky Brain' is regulated by three systems:



Adapted from Gilbert, P (ed) (2005). *Compassion: Conceptualisations, Research and Use in Psychotherapy*. Routledge.

Failure Triggers THREAT via self-criticism

- When faced with Threat, people often overlook their Soothing system (*in grey*)
- Instead, the solution is go to 'DRIVE' to distract from - or attempt to avoid - the threat ("do more, be more, earn more, achieve more" etc...)
- However, when we fail at this (which we *eventually will*, because no one can achieve perfection 100% of the time and some things are *simply out of our control*), this failure to achieve then leads back to THREAT (attacking self for failing)
- Most people are stuck in a 'ping-pong' between their Threat and Drive systems: Using Drive to escape Threat, and attacking one's self when one fails which triggers Threat. (This feels 'bad' so we go to Drive which starts the Threat-Drive cycle off yet again...)



- **Dave & Steve's story**
- [COMMUNITY | Dave's story with SBitC's MenTalk project – YouTube](#)
- **Current MENTalk sessions in person.**
 - Activities + 1:1 targeted support.**
 - **Addressing attendance: South Warwickshire GPs + Lifestyle Clinics**



There are some actions all employers can take to ensure the health and wellbeing of their workforce is looked after



Ensure strategic level support to workplace health and **that this is communicated to staff**



Encourage healthy behaviours in the workplace, including **taking regular breaks, eating well and increasing physical activity**



Promote uptake of health risk reduction and promotion programmes, such as the NHS Health Check and NHS Stop Smoking Services



Provide fast access to **occupational health services and physiotherapy**



Provide training for **managers**, including how to speak to staff about physical and mental health issues



Consider reasonable adjustments such as **flexible working**



Measure and monitor **sickness absence levels** and use data to target action



Conduct an annual **Workplace Health Needs Assessment**



Thank you for attending and your participation. Please scan the QR code to provide feedback or complete the paper versions on the tables

Next event March 2023

Networking buffet lunch 12:30 – 13:30

Josouthan@warwickshire.gov.uk

<https://www.wellbeing4life.co.uk/>