let’s end mental health discrimination

time to change Wales

rhown ddiwedd ar wahaniaethu ar sail iechyd meddwl

amser i newid Cymru
Overview

1 in 4 people will suffer a mental health issue at any point in Wales
9 out of 10 of those suffer stigma and discrimination across all aspects of society
A need for a National Campaign for Wales
Our Mission

• Improved overall public attitudes

• Reduced levels of discrimination in society including workplace

• Increased numbers of people with lived experience of mental health problems empowered

• Secure changes to policy, practice and organisational culture
Living with stigma is often worse than the illness
Our Approach

As a social movement, stigma needs to be tackled from several angles:

- Employers and Workplace
- Champions
- Social Marketing
  - #Reachout
  - #WeCanWeWill
Mental health in the workplace

• Poor mental health costs the Welsh economy **7.2 billion** a year of a total economy size of 47.3 billion (total basket cost of health and social care, loss of output and human cost)

• **1 in 6** workers in Wales experience mental health issues

• **35%** of employees don’t feel comfortable telling their line manager about their mental health condition

• **40%** of employers view workers with mental health problems as a significant risk
What are the causes?

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

• Eight in ten 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

• Managers want to do more to improve staff mental wellbeing

• Staff would feel more loyal and committed if their employer took action on staff wellbeing

• So employers need to take the first step and make it a priority
The Story so far...

105 Welsh Employers have pledged to tackle stigma in the Workplace
How to Pledge?

**Step 1:** Download and complete action plan
**Step 2:** Submit your action plan to us for feedback
**Step 3:** Sign the organisational pledge
**Step 4:** Put your pledge into action
**Step 6:** Keep in touch & receive ongoing support
Seven key principles

- Demonstrate senior level buy-in
- Demonstrate accountability and recruit Employee Champions
- Raise awareness about mental health
- Update and implement policies to address mental health problems in the workplace
- Equip line managers to have conversations about mental health
- Ask staff to share personal experiences of mental health problems
- Provide information about mental health and signpost to support services
How to create a mentally healthy workplace...
Resources for Employer

- Free e-newsletter with our latest updates
- Free guides for employers
How to take care of your own mental health...
Ongoing Support

• Employee Champion training (free)
• Downloadable resources and materials
• Workplace Wellbeing pack (Mind Cymru)
• Pledged Organisation Network events
• Profiling via case studies and social media
• Access to a network of employer support
• Events and opportunities
Champion’s Story

Ceri Chatham
Time to Change Wales Champion
I'M EXHAUSTED FROM TRYING TO BE STRONGER THAN I FEEL
Safety updates

Get more aware with Mindfulness

19 June 2017

It can be easy to rush through life without stopping to notice very much.

Paying more attention to the present moment – to your own thoughts and feelings, and to the world around you – can improve your mental wellbeing. Some people call this awareness ‘mindfulness’.

Mindfulness can help us enjoy life more and understand ourselves better. It helps us recognise that we don’t need to be a slave to our feelings and thoughts and that we can choose how we respond to the challenges, complexities and ambiguity of our daily lives. It lets us stand back from our thoughts and start to see their patterns.

Gradually, we can train ourselves to notice when our thoughts are taking over and realise that thoughts are simply ‘mental events’ that do not have to control us. Awareness of this kind also helps us notice signs of stress or anxiety earlier and helps us deal with them better.

Imagine standing at a bus station and seeing ‘thought buses’ coming and going without having to get on them and be taken away. This can be very hard at first, but with gentle persistence it is possible.

Some people find that it is easier to cope with an over-busy mind if they are undertaking some form of physical activity e.g. gentle yoga or walking. There are other simple steps we can all take to improve our mental wellbeing. Have a look at the quick tips on stress provided by the mental health charity Mind.

And remember… your colleagues, management team and the employee assistance programme (EAP) are always there so there are a number of options for you to reach out rather than suffering in silence.

You can call the EAP 24 hours a day, seven days a week on 0800 015 5530. More information on this service can be accessed through the ‘Your benefits’ page on ssenet.
“If you notice that someone you love has started acting differently, let them know that you are there for them.”

Katie

#inyourcorner

You can see many smiles every day

But you can never actually upside down

Know whose world is

Actually upside down

But you can never

Know whose world is
Any Questions?
Young people’s campaign
Support for Individuals

- Local Minds and Hafal – counselling services, job retention services
- Elefriends - our online community
- Mind Infoline and Legal Advice Service
- Free resources for employees on managing their mental health at work
Any Questions?