

# Time to Change Wales

Ending the Stigma and Discrimination faced by people with Mental Health problems in Wales



let's end mental health discrimination



## **Purpose of the Workshop**

To learn about Time to Change Wales

To increase your knowledge and understanding of mental health and mental illness

To share with you how stigma and discrimination affects the lives of people with a mental illness

To recognise when your own mental health and wellbeing may be suffering

To invite you to help us challenge stigma and discrimination

## Getting Started:

### Housekeeping and group agreement

- Respect the right of others to have opinions and views
- Listen carefully to what others are saying
- Contribute as much as they can to the discussion
- Encourage others to contribute
- Be sensitive to signs of discomfort in others
- Respect confidentiality



## What is Time to Change Wales?

About us...

### Who are we?

Time to Change Wales is the first all Wales campaign to challenge mental health stigma and discrimination which is faced by people and their families.

### Who runs the programme?

The Programme is being supported by a partnership of two leading mental health charities in Wales:

Adferiad and Mind Cymru.

### How are we funded?

Our work is funded by the Welsh Government.

## What is Mental Illness?

### Some key facts...

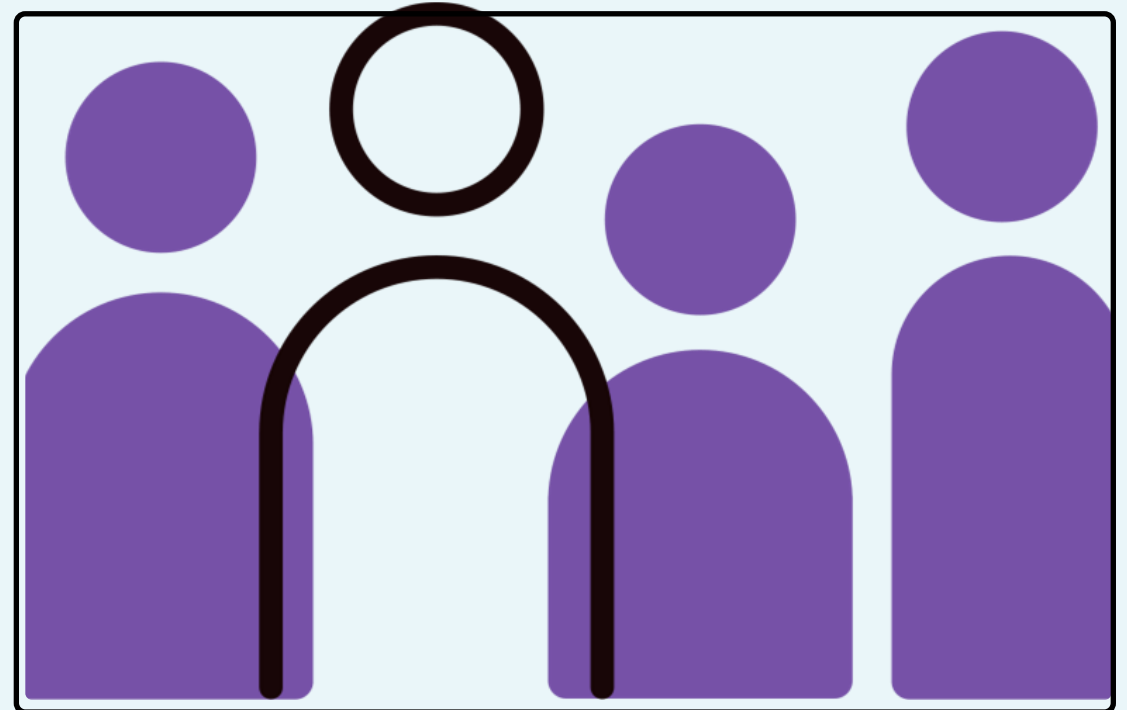
- **There are different types of mental illness –**
  - the most common conditions are depression and anxiety
  - Schizophrenia and bipolar disorder are less common
- A mental illness affects how people think, feel and behave - it may cause distress to those affected by it
- It can also cause concern to others, including family, friends and work colleagues.



## What is Mental Illness?

### Some key facts ...

- People who have a mental illness are everyday people (relatives, friends, colleagues, teachers, doctors, etc)
- About 1 in 4 people will experience a mental health problem
- During a lifetime about 1 in 100 of us will be diagnosed with schizophrenia
- 9 out of 10 people with mental health problems experience stigma and discrimination.



## Stigma and Discrimination:

What are they?

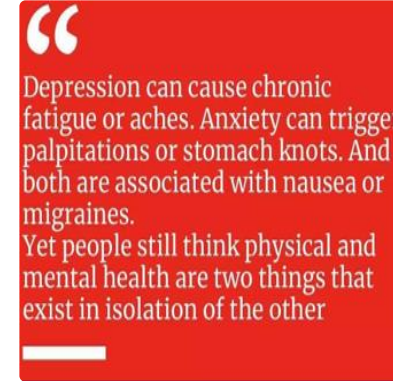
**Stigma** - is a form of prejudice (“pre-judgement”) which can set a person apart from everyone else. Stigma is always negative.

It is about having unfair attitudes about people with a mental health problem, for example labelling people as ‘different’ or ‘strange’.

**Discrimination** arises from stigma and results in people being treated unfairly.

Discrimination can be direct or indirect, e.g., bullying them, excluding them from social groups or turning them down for a job.

## Mental Health Stigma and Discrimination: What does it look like?



### What does it look like?

- "Man up!"
- "Just get over it"
- "You don't look ill"
- "What have you got to be depressed about?"
- Self-stigma
- "You are just lazy"
- "You have a demon in you"
- "You are too weak"

### How does it affect people?

- Teasing and abuse
- Not being trusted
- Losing friends and family
- Misrepresentation in the media
- Unemployment; losing your job or not getting a job
- Exclusion from education and training
- Exclusion from social activities and clubs

### Where does it come from?

- A lack of understanding of what mental illness is
- Cultural insensitivity
- A belief that mental illness doesn't exist
- Spiritual beliefs
- Misconceptions of mental illnesses e.g. if you have Schizophrenia, you must be dangerous, OCD means having a tidy desk



## Mental health stigma and discrimination

### In the workplace

- All of us know or work with people who have experienced a mental health problem
- People with a mental illness can recover
- The majority of people with a mental illness want meaningful paid work
- In Wales, 2 in 5 feel uncomfortable talking to an employer about a mental health diagnosis
- “Leave your problems at the door” attitude is unhelpful to all
- People fear being judged, or that people with think they are not able to complete their work.



## Group Activity:

What stops people from talking about their mental health?

- What are the considerations both for and against speaking about your mental health at work?
- How can we reassure people that it is okay to talk?

| For |   | Against |
|-----|---|---------|
|     | <b>I want to talk<br/>about my<br/>mental health<br/>at work.</b> |         |
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## **My Story – How Stigma and Discrimination affected me**

### **TRIGGER WARNING!**

My story may contain material for some that may be upsetting or triggering. Please be reassured that it is perfectly OK to leave and take a moment if it becomes necessary.

## Introduction

Let me introduce myself ...

- **Time to Change Wales Champion**









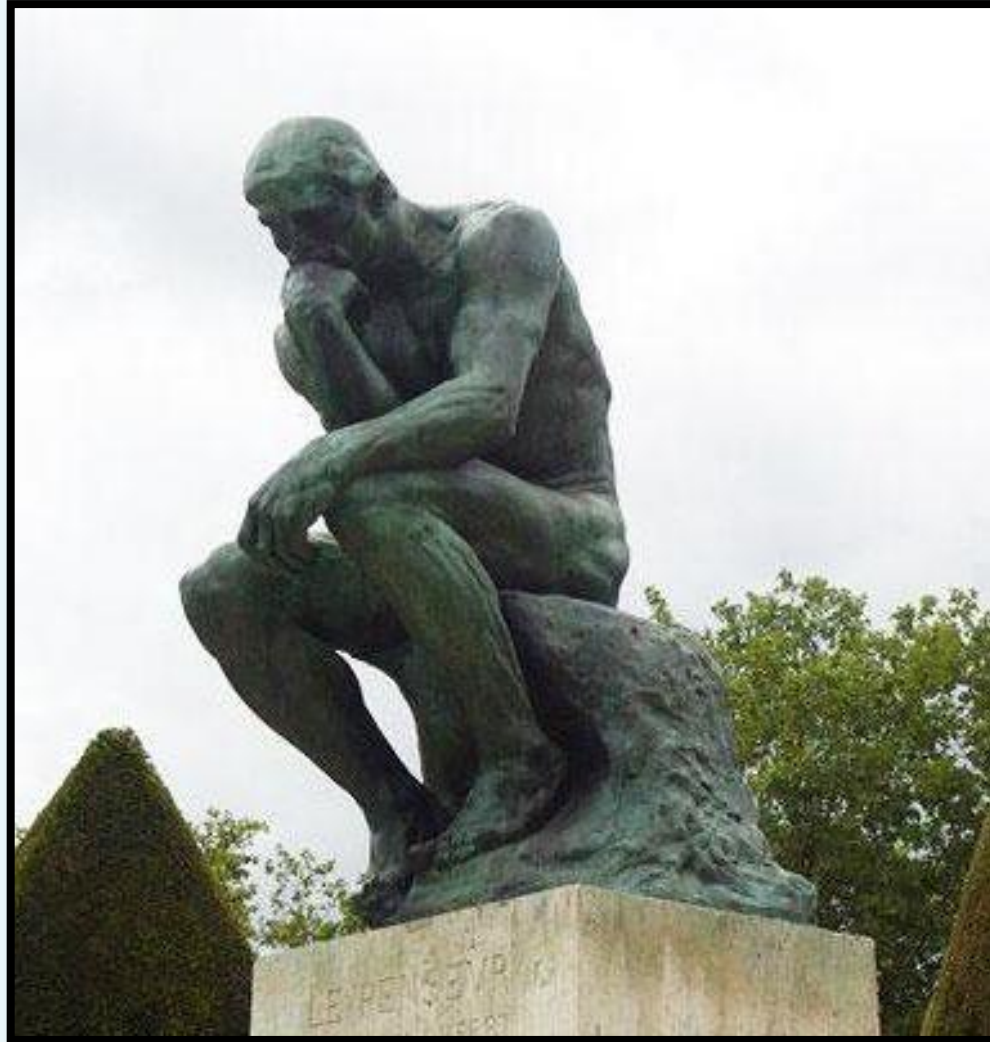














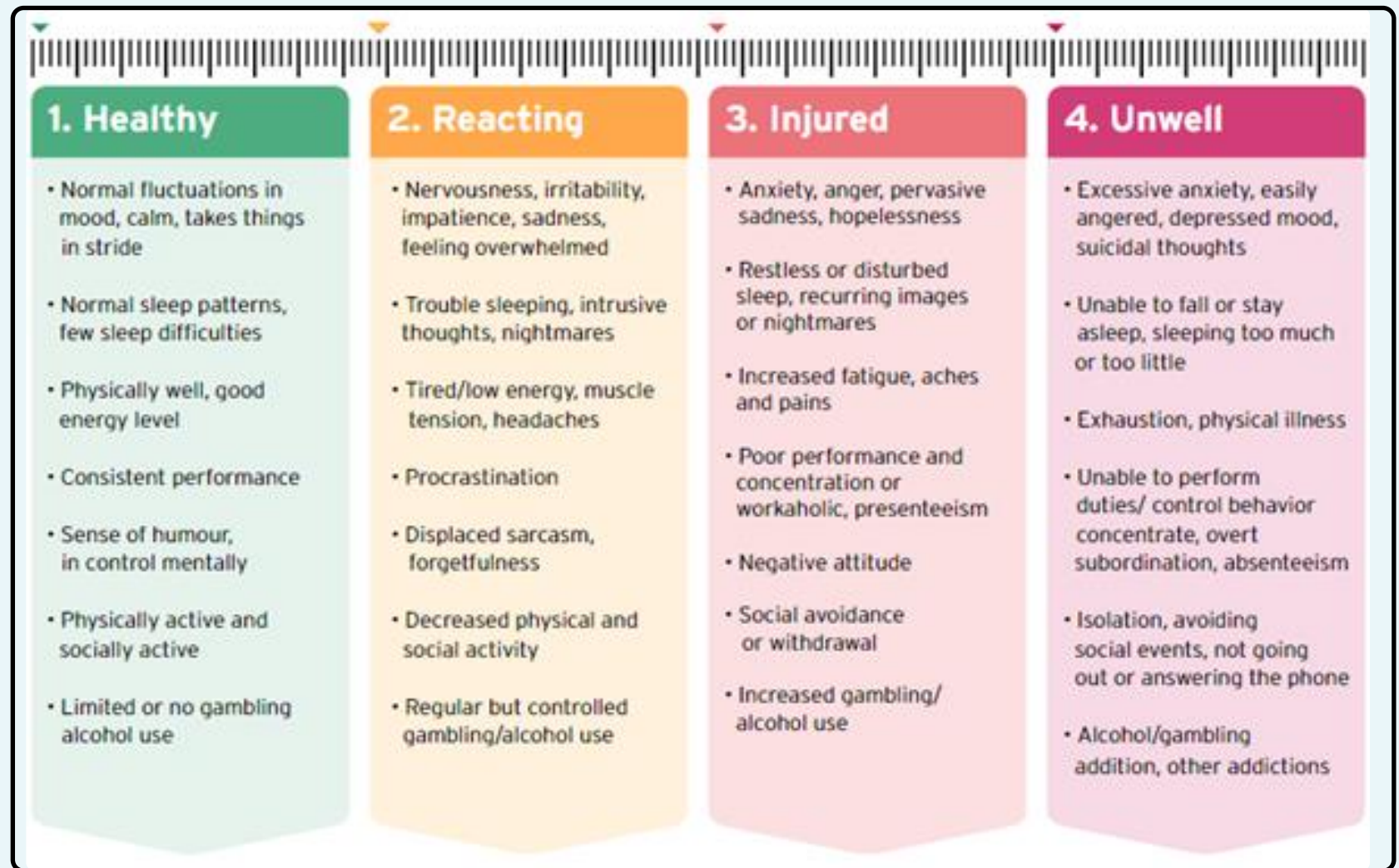
**Mark Smith** (He/Him)

Lived experience mental  
health consultant

Freelance Consultant · The University  
of Manchester  
Cardiff, Wales, United Kingdom



## Looking after your wellbeing: Why is it important?



## How can I help?

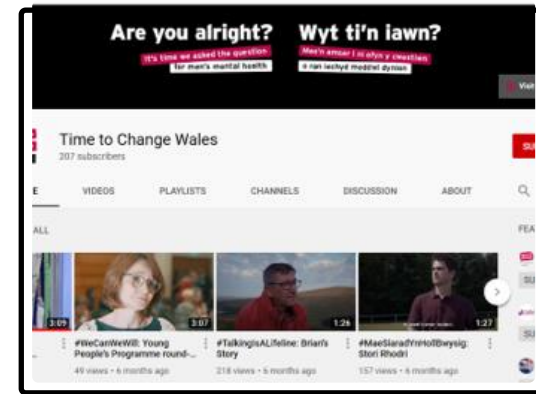
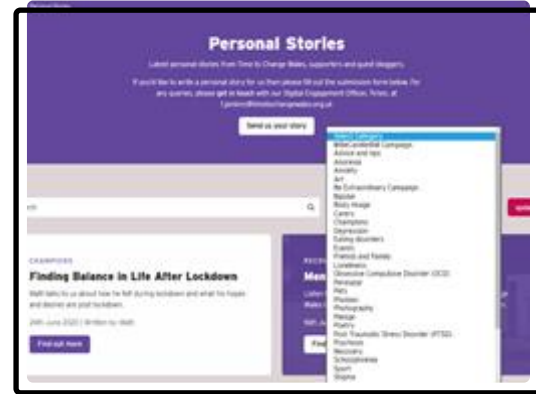
### Key messages

- **Here are some of our key messages:**
  - Mental health is just as important as physical health
  - Mental health problems are common and can be treated
  - Small things make a big difference when it comes to mental health
  - It helps to talk about mental health, but it can take courage. Just asking 'how are you?' – And taking time to listen properly to the response – can make an enormous difference
  - We all need support sometimes
  - Look out for signs of stress in you and your colleagues
  - Find and implement ways to take care of yourself



## Resources:

All found on our website (also in Welsh, Bengali, Urdu & Arabic) – [www.timetochangewales.org.uk](http://www.timetochangewales.org.uk)



### Physical Resources

- Bilingual pamphlets and posters:
- Welsh, Bengali, Somali, Urdu, Arabic, Mandarin & Hindu
- Campaign specific materials e.g., Employer Pledge, Talking is a Lifeline campaign
- Coasters
- Talking Tips Cards

### Personal Stories – blogs & vlogs

- Blogs on a variety of mental health topics, written by those with lived experience
- Reading more than one story on the same topic allows you to get a better perspective on how a mental illness can affect people differently

### Campaign & Awareness videos – YouTube

- A range of short films that can be downloaded and sent to colleagues to start conversations about what stigma looks and feels like for people with lived experience of mental ill health

### Key Dates & Awareness Days

- Communication packs for Employers and communities full of ideas for socially distanced and remote activities
- Staff email templates
- Suggested social media messaging





**Thank you for listening**  
Any Questions?

## Get in touch

Follow us on social media, visit the website, or contact the team.



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[www.timetochangewales.org.uk](http://www.timetochangewales.org.uk)



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