

MENTAL HEALTH

SUPPORT AND GUIDANCE



1 IN 4 PEOPLE IN THE UK WILL EXPERIENCE A MENTAL HEALTH PROBLEM EACH YEAR

WHAT IS MENTAL HEALTH

Mental health refers to a person's emotional, psychological and social well-being. It affects how individuals think, feel, behave, and influences how they handle stress, relate to others and make choices in their daily lives. Mental health is an essential aspect of overall health, just like physical health and it is crucial for leading a fulfilling and balanced life.

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ATTITUDES, STIGMA AND IMPACT

LET'S CHANGE THE NARRATIVE

Discrimination and stigma

Unfortunately, society still holds significant stigma surrounding mental illness and so individuals with mental health issues face discrimination in several aspects of life, including employment.

What is stigma?

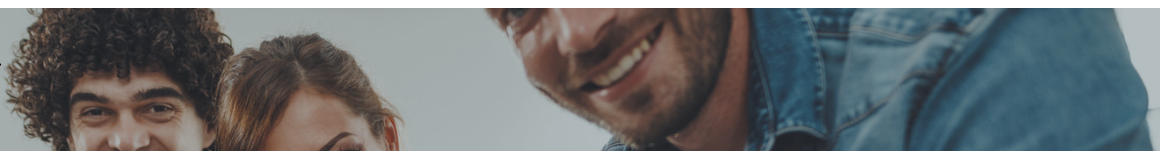
Stigma is a set of prejudicial attitudes & values, which may lead to discriminatory behaviours. Stigma is based on beliefs & attitudes that we pick up from our environment, which are often based on a lack of understanding and lead to negative stereotypes.

Mental health in the media

The portrayal of mental illness in the media is a mix of positive and negative depictions. Unfortunately, the mass media tends to sensationalize incidents, unjustly linking mental health with violence. However, there have been commendable efforts in popular culture programs, such as TV soaps, that have successfully raised awareness about mental illness.

Social withdrawal and isolation

Mental ill Health can cause individuals to avoid others, successfully cutting themselves off from society. However, due to stigma, people may find themselves avoiding those who struggle with their mental health, isolating themselves from society.



MENTAL HEALTH IN THE WORKPLACE

HOW YOU CAN MAKE A DIFFERENCE

Foster a culture of openness

Destigmatising mental health concerns is the first step toward creating a mentally healthy workplace. Encourage open dialogue about mental health by organising awareness campaigns, sharing personal stories and providing resources such as informational materials, webinars and workshops.

Implement Mental Health policies and programs

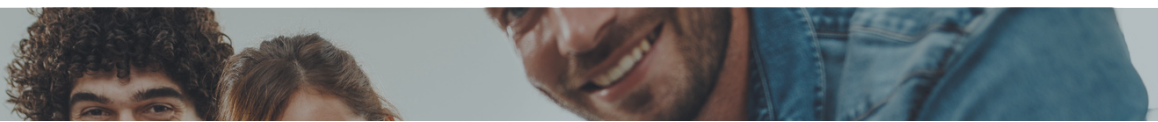
Establishing clear policies and programs dedicated to mental health demonstrates a company's commitment to employee well-being. Develop and communicate policies that address mental health concerns, such as flexible work hours, remote work options and reasonable workload expectations.

Promote work-life balance

Encourage managers to set reasonable expectations for working hours and workload distribution. Flexible scheduling options, such as compressed workweeks or remote work arrangements, can enable employees to better manage their personal and professional lives. Encouraging breaks, holidays and time off to recharge and disconnect from work also contributes to overall mental well-being.

Provide Mental Health training

Equip managers and employees with the necessary knowledge and skills to support mental health in the workplace. Offer mental health training programs that address topics such as stress management, resilience and recognising signs of mental distress. Training can help employees develop self-awareness, foster empathy, and provide appropriate support to colleagues



6 TIPS TO OVERCOME STRESS

IDENTIFY

Take a moment to identify the specific aspects of your work that cause stress. Understanding is the first step in finding effective solutions

PRACTICE

Prioritise tasks, set realistic deadlines and break larger projects into smaller, more manageable steps.

ESTABLISH

Set clear boundaries between work and personal life. Ensure you have time for relaxation, hobbies and spending time with loved ones.

BREAKS

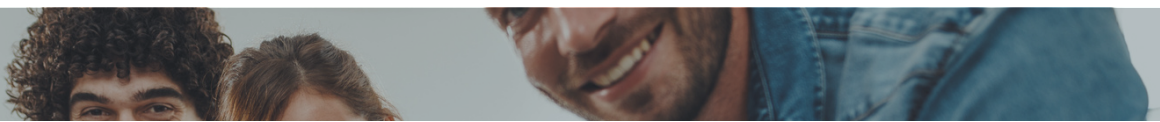
Breaks are essential for maintaining focus and preventing burnout. Incorporate short breaks throughout the day to rest, recharge and engage in activities.

HEALTHY

Develop healthy coping mechanisms to deal with workplace stress. Engage in physical exercise or connect with friends and family for example.

HELP

Knowing when to seek help is crucial. If the stress becomes overwhelming don't hesitate to contact a mental health professional.



SUPPORT AND HELP

MEDICATION

Prescribed by a GP or a psychiatrist, this may, for example, alleviate depression or anxiety by calming people down or combating sleeplessness or thought disturbance.

THERAPY

Talking therapies such as IAPT, counselling, CBT or psychotherapy. A GP, the mental health service or Employee Assistance Provider may all provide routes to these.

SELF-HELP

Including learning mindfulness techniques and improving well-being through diet and exercise. When combined, they empower individuals to cultivate self-awareness, reduce stress, and enhance their overall quality of life.

ADDITIONAL

such as helping an individual to resolve financial issues, advising them on lifestyle choices (including diet & exercise) or signposting them in the direction of relationship advice or counselling.

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| MIND | www.mind.org.uk | 03001233393 |
| Rethink | www.rethink.org | 03005000927 |
| Samaritans | www.samaritans.org | 116123 |
| SaneLine | www.sane.org.uk | 03003047000 |
| Citizens Advice | www.citizensadvice.org.uk | 03444111444 |
| NHS Choices | www.nhs.co.uk | |

