

advocacy
focus



Independent



Free



Confidential

Mental Health in the Workplace Guide

This guide will support you in your organisation's
journey to a happier and healthier workforce

MENTAL HEALTH EXPERTS

BESPOKE SUPPORT AND TRAINING FOR YOUR WORKPLACE OR COMMUNITY GROUP

WHO ARE WE?

We are a registered charity and have been supporting people across the North of England for over 20 years. We are well-known for being pioneers in providing and developing advocacy services and spearheading mental health and wellbeing initiatives in our community. We are not just accredited trainers, but one of the leading experts in advocacy and mental health.

WHY WORK WITH US?

For the past three years we were awarded 'Gold' by Mind in their Workplace Wellbeing Index Awards. In 2022, we ranked first out of 119 organisations evidencing our commitment to supporting our teams' mental health and wellbeing. We have the expertise to support you to champion mental health and wellbeing. It's our bread and butter; we understand people, we support people and we are passionate about helping you do the same.



TRUSTED AND ASSURED



EXPERTS IN MENTAL HEALTH



INTERACTIVE AND ENGAGING



BESPOKE AND TAILORED

Thanks to a wide range of charities such as Chasing the Stigma, Mind and MHFA England there is a growing movement of people changing how we think and act about mental health. However, this isn't enough.

Unfortunately, the attitudes of others still stop people from getting the help and support they need, making people feel isolated and sometimes worthless.

PUTTING MENTAL HEALTH INTO CONTEXT

1-6

people in the past week
experienced a common mental
health problem

£45bn

was lost by UK businesses through
mental health-related sickness
absences, productivity issues and
staff turnover.

5,224

people died by
suicide in 2020



YOU

70%

of children and adolescents
who experience mental health
problems have not received
appropriate support

Some people can be at higher risk of
experiencing mental health problems.

These groups include:

- Minority ethnic groups;
- People with physical health problems;
- Refugees and asylum seekers;
- Those living with learning disabilities;
- LGBTQ+ community;
- Carers;
- Victims and survivors of domestic violence;
- Homeless individuals;
- Individuals with substance misuse issues

WHY WE SHOULD TALK ABOUT MENTAL HEALTH IN THE WORKPLACE

In the past 12 months, over half of sickness absences were due to work-related stress, depression, anxiety or other mental health issues. However, research also shows that 87% of HR managers have made psychological wellbeing the biggest health priority facing their organisation. So although mental illness is a significant challenge to employers, it is positive to see that most are taking active action to better support their employees.

Especially after the past two years and the collective trauma we have endured during the pandemic, it is more important than ever to normalise conversations about mental health and wellbeing. We know that a happy and healthy workforce is the key to a successful business so investing in your employee's wellbeing isn't just the *right thing to do*, it is also the *financially sound decision to make*.

1 in 5
workers took a day
off due to stress

90%
of these people cited
a different reason for
their absence

9%
of employees who disclosed
mental health issues to their
line manager reported
being disciplined,
dismissed or demoted

13%
of managers have
received mental
health training

WHY WE SHOULD TALK ABOUT MENTAL HEALTH WITH EVERYONE

When considering how you support the people in your life who may be experiencing mental illness, it is important to recognise that each of us is different. We all have different experiences, backgrounds and characteristics which may impact our likelihood to experience mental illness and also on accessing the support we need.

Below is some information that will help you better consider equity, diversity and inclusion when having mental health conversations.

LGBTQ+

communities are more likely to have suicidal thoughts and attempt suicide

Self-harm

is more common in ex-service personnel, young people, LGBTQ+ community, prisoners, asylum seekers and people who have experienced abuse

71%

of military personnel who experience mental illness do not seek professional help

Women

are twice as likely to be diagnosed with anxiety

Men

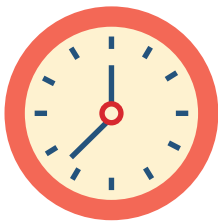
die by suicide at higher rates than women

Black people

are four times more likely to be detained under the Mental Health Act than white people

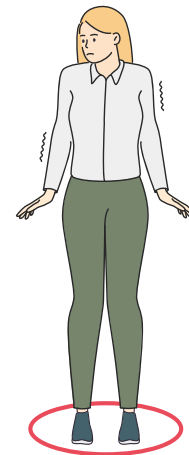
THE IMPORTANCE OF PERSONAL SAFETY AND SELF CARE

We often hear the phrase "self-care", but how often do we stop to do something for ourselves? Here are a few things you can do to keep yourself well.



Schedule a 'Happiness Hour' weekly

This is one hour for you to do whatever you want to do, whatever feels good and recharges your batteries.



Draw clear boundaries

Keeping yourself safe and well is easier when you have clear boundaries in place. Make it clear to others what they can expect from you, and keep to those limits. For example, if you are not feeling well on a particular day, perhaps focus on your own wellbeing rather than trying to support others.

End the Stigma

Self-stigma

How often do you find yourself replaying negative thoughts in your head, perhaps blaming yourself for the way you feel? Try to change your thoughts into more positive ones and challenge your self-stigma.



Reach out

Having a strong support network helps us feel better connected, and means we always have someone we can reach out to if we need to offload or ask for advice.



Stay hydrated

We always underestimate the power of a crisp glass of water! Staying hydrated is absolutely crucial not just for our physical, but also our mental wellbeing.

HERE ARE OUR TOP THREE AREAS TO FOCUS ON

When planning your next steps, here are three things to consider. These will help you simplify mental health in the workplace and guide you to take the steps that will lead to positive change in your organisation. The top tips below are feedback collected from our own staff and make up the things they found most important.

It is important to create an organisation-wide culture of openness, understanding and acceptance. Here are some questions to consider:

- Do you use appropriate and positive language when discussing mental illness?
- Do you conduct surveys to assess the wellbeing of your staff?
- Are managers appropriately trained to support a staff member living with mental illness?
- Does everyone take a lunch break, and use their annual leave for rest and recuperation?

Culture

Support

It is crucial to have robust policies and support options in place, so it is clear to everyone in the organisation that there is help available should they be struggling.

- Do you offer a comprehensive Employee Assistance Plan?
- Do you have robust wellbeing policies that clearly state the support available to all employees?
- Do you have a template for one to ones, which encourages the manager to ask the employee about their wellbeing?

Especially since the pandemic, we have seen the benefits of flexible working. Whether you are working from home, doing flexible hours or are a hybrid worker, flexible working options provide a wealth of opportunities for better work-life balance.

- Do you have a flexible working policy?
- Was this produced with input from employees across the whole organisation?
- Are staff working their contracted hours, and no more?

Flexibility

OUR RESOURCES

At Advocacy Focus we pride ourselves on creating self-help resources which are not only useful and practical but also accessible. Our Advocates and Wellbeing Champions have created a wide range of leaflets, booklets and virtual training to help you on your journey to better mental health.

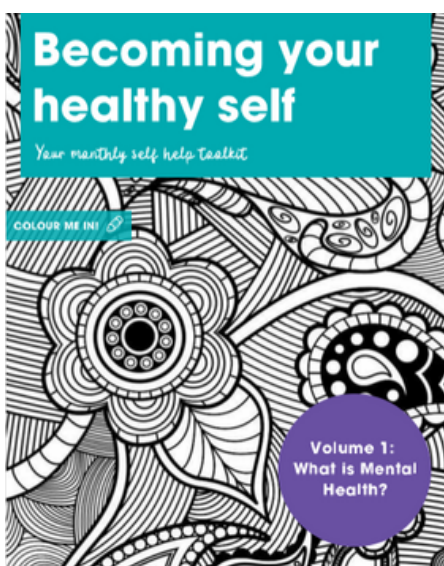


Advocacy Friends

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Self Advocacy Toolkit



Becoming Your Healthy Self



AFCast



WORKPLACE TRAINING SOLUTIONS

Quality led training in mental health and advocacy for any sector

WHY CHOOSE ADVOCACY FOCUS FOR YOUR WORKPLACE TRAINING?

We are well-known for being pioneers in providing and developing advocacy services and spearheading mental health and wellbeing initiatives in our community.

OUR TRAINING OFFER

We know one size does not fit all so we will work with you to identify and meet the training needs of your employees and your organisation, and support you to create positive organisation-wide change in your workplace.

We provide bespoke packages on request to ensure you get the most out of your training. Our training can also be delivered in person, or virtually. Besides our training, we also offer expert talks suitable for team meetings, conferences or other events.

Adult
Mental
Health
First Aid

Youth
Mental
Health
First
Aid

Advocacy
Training

Self
Advocacy
Training

Mental
Health in
the
Workplace

Menopause
Training

MORE INFORMATION:

When you book training with us, 100% of your investment goes back into helping people in our communities with complex care needs. Contact us now!



We have delivered training to individuals and groups from the following organisations



project art works



NSG
legacy management



naphthens
solicitors



WAITROSE
& PARTNERS



sarahlynes

