

HELLO...

AND WELCOME TO OUR AUGUST HEALTHIER MIND NEWSLETTER.

As we promote grief awareness day and world breastfeeding awareness week this month, a key theme across the August campaigns are the challenges that we all encounter at different stages in our lives. No one's experience of loss or change is the same and although these experiences can be incredibly challenging, these challenges are universal and they provide us with an opportunity to adapt and grow as people. As well as giving us an insight which enables us to feel more connected with others around the world who may be facing similar challenges.

Read on for hints, tips and resources to support your mental wellbeing and don't forget about our Mindful Moment Toolbox Talk, which this month is all about dealing with anxiety.

Harjeet Moore

Harjeet Moore, Head of People



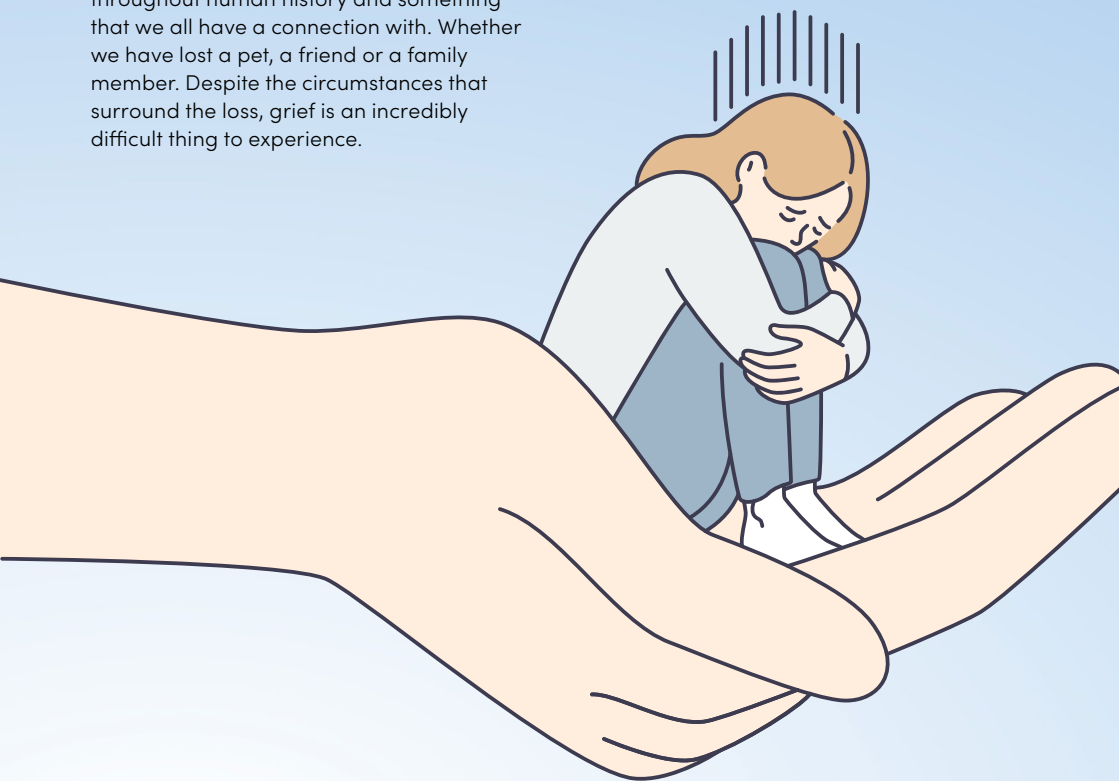
GRIEF AWARENESS DAY

August 30th

Grief is a natural response to experiencing loss. It's the emotional suffering you feel when something or someone you love leaves or passes away. Often, the pain of loss can feel overwhelming. It is normal to experience all kinds of challenging and unexpected emotions when facing loss. From shock, extreme sadness, anger and even guilt. Though these emotions are a normal part of the grieving process, this doesn't make them any easier.

We will all experience grief at some point during our lives, with grief itself being something that has been experienced throughout human history and something that we all have a connection with. Whether we have lost a pet, a friend or a family member. Despite the circumstances that surround the loss, grief is an incredibly difficult thing to experience.

Due to our improved health and infrastructure during modern times, many of us will experience grief for the first time when our loved ones reach a ripe old age, having lived a full life. Hopefully with them being able to pass away peacefully with friends and family close by. Due to the pandemic, many of us may have recently lost a loved one in difficult circumstances where perhaps we weren't able to say goodbye or to grieve surrounded by friends and family. This can make the grieving process all the more difficult.



This grief awareness day, here are three important reminders to support you and those close to you who may be experiencing loss.



WE ALL EXPERIENCE GRIEF DIFFERENTLY

Research has identified different stages that are commonly involved within the grieving process. These include denial, anger, depression, bargaining and acceptance*. However, grief looks different for everyone, and each individual may go through and experience the stages of grief in different ways. It's important to remember that everyone's experience is unique.



GRIEF IS LONG TERM

When we first experience loss, we may be flooded with well wishes, visitors and kind words and gestures to help support us during such a difficult time. It's important to remember that after the first days and weeks have passed after a loss, the world may have moved on but the bereaved are still grieving. It's never too late to check in on a friend.



GRIEF ISN'T A COMPETITION

All experiences of grief are valid. Some of us may have lost a pet, a friend, a sibling, parent or child. The loss may have been expected or sudden, quick or drawn out. Reducing other people's experience of loss doesn't help anyone to heal, remember that we can never really know how others are feeling, the best we can do is to be open and willing to listen.

*Kubler-Ross grief cycle

WORLD BREASTFEEDING AWARENESS WEEK

August 1st - 7th

Many new parents are aware of the incredible benefits that breastfeeding can offer, including reducing the risk of digestive issues, supporting baby's ability to fight illness and infection and encouraging bonding between mother and baby. However, the journey of breastfeeding can often be a challenging one full of ups and downs, with research finding that women who planned to breastfeed but were unsuccessful tend to have higher rates of postpartum depression.

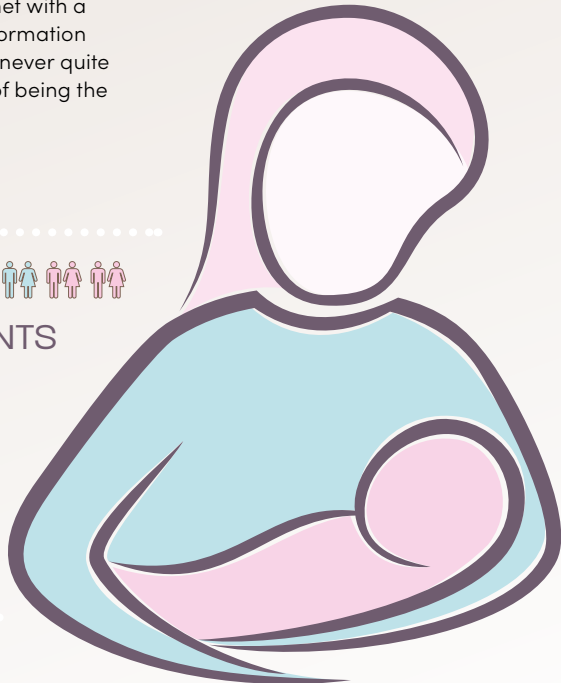
In this day and age, new parents can feel pressure coming from all directions. From unsolicited advice from friends and family, judgements from strangers in the supermarket, as well as the ever-growing pressure from social media and 'mummy bloggers'. New parents can be met with a lot of conflicting opinions and information and it can feel as though we are never quite matching up to the expectation of being the perfect parent.

There are many reasons why someone may choose to not breastfeed or why they may not be able to breastfeed, including insufficient milk, sore or painful breasts, going back to work, mental health concerns and many more. It is important to raise awareness of the benefits for both mother and child that can come with breastfeeding. However, it is also important to recognise that the constant pressure on new mothers to persevere with exclusive breastfeeding (in spite of their own physical and mental health) can at times do more harm than good. With research finding that pressure to nurse and continue nursing contributes towards low mood, anxiety, as well as feelings of guilt and shame in some parents.



8 OUT OF 10 PARENTS BELIEVE THAT BREASTFEEDING PROBLEMS FUEL DEPRESSION IN NEW MUMS*

*Patient info 2022



SIGNPOSTING INFORMATION

GRIEF

For useful information, helplines, advice and encouraging stories for those who have lost someone, head to the Good Grief Trust [HERE](#).

Head to the Loss Foundation for bereavement support following the loss of a loved one to cancer or covid-19, click [HERE](#).

If you are experiencing a loss, speak to your line manager about our compassionate leave policy to help support you through this difficult time.

BREASTFEEDING SUPPORT

For a list of helplines, websites and breastfeeding support services near you, click [HERE](#).

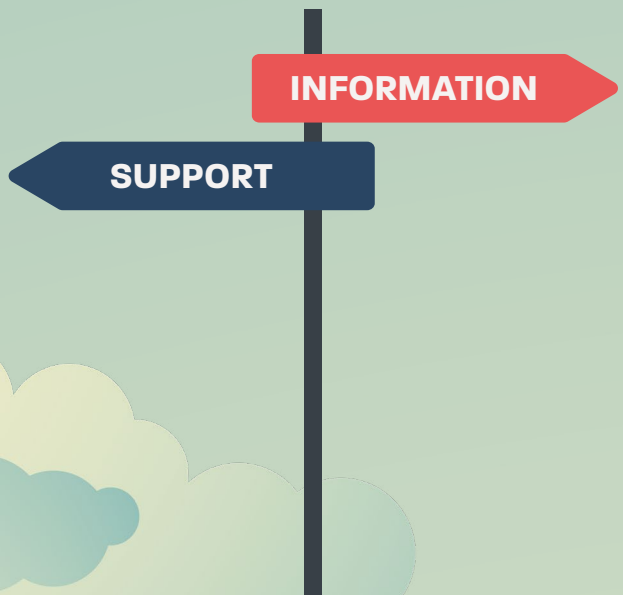
For friendly, non-judgemental support call the National Breastfeeding Helpline on: 0300 100 0212

Head to the [association for postnatal illness](#) or call the helpline: 0207 386 0868

OTHER SUPPORT

Support for current and former military personnel, contact the Royal British Legion Helpline: 080 8802 8080

For peer support, you can access Clic - a free online community here to support everyone with their mental health.



MENTAL HEALTH AT WORK COMMITMENT

ESS has signed up to the **Mental Health at Work Commitment** for employers who want to lead the way, drive change and declare publicly that mental health is a priority. The **six standards** making up the commitment are shown below.

Head over to the [HSE Website](#) to find out more.

1

Prioritise mental health in the workplace by developing and delivering a systematic programme of activity

2

Proactively ensure work design and organisational culture drive positive mental health outcomes

3

Promote an open culture around mental health

The six standards

4

Increase organisational confidence and capability

5

Provide mental health tools and support

6

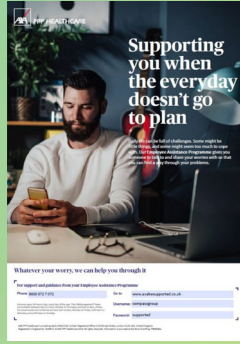
Increase transparency and accountability through internal and external reporting

**MENTAL
HEALTH
AT WORK**



EMPLOYEE ASSISTANCE PROGRAMME

Please click on the image to the right to see a reminder of the **Employee Assistance Programme** we currently have in place.



ASK YOUR MENTAL HEALTH FIRST AID SPECIALIST

HEALTHIER MIND

If you're interested in finding out more about Mental Health First Aider training send us an email.

We are qualified in Mental Health First Aid.



HARJEET MOORE
HEAD OF PEOPLE
ESS



EVAN JUDGE
SENIOR HSE MANAGER
DEFENCE AND
GOVERNMENT SERVICES



ALLAN ERRINGTON
HSEQ MANAGER
OFFSHORE

If you have any questions, or ideas on how we can improve how we support our people, please get in touch with any one of us directly.

If you need to seek support in mental health issues, please contact: **harjeet.moore@compass-group.co.uk** or on **07971 096905**

Don't forget your Wellness Team are also here to support you and are all trained in Mental Health First Aid. Ask them any health and wellbeing questions or raise any concerns. You can also book one of their tailored sessions to include mindfulness.

Get in touch with Harjeet by scanning the QR code



MENTAL HEALTH ON THE HSE WEBSITE

Click **HERE** to get to the Mental Health section! – make sure you're logged into Compass Connect.

You can find all our Mindful Moment Toolbox Talks and 'how to's' including 'how to sleep better', 'how to manage and reduce stress' and 'how to support mental health at work'.

YOU MATTER

As a reminder, we have some great resources through our YOU matter campaign which can be found on the learning portal. Click **HERE** to visit the You Matter Portal or scan the QR code below.



MINDFUL MOMENTS

Have you seen this month's Mindful Moment Toolbox Talk? This month's toolbox talk is all about dealing with anxiety. Drop us an email at **ess.wellness@compass-group.co.uk** if you'd like a copy sent directly to your email inbox each month.

WELLNESS RESOURCES

Our Nutrition and Wellbeing Team create monthly resources to help support your overall health and wellbeing relating to national and international initiatives.

Email **ess.wellness@compass-group.co.uk** to sign up for their monthly newsletters, find out about their monthly wellness webinars and Q&A surgery's. You can also find them across social media, search WeAreESS on YouTube and Instagram.

CLIC ADULTS MENTAL HEALTH SUPPORT

Clic is a free online community to support adults with their mental health. Clic's online chat room is there to connect people with others on the things that matter to them, wherever they are. Members can access a host of mental health information, tools, tips and resources to help people help themselves, as well as their carers, family and friends.

Clic is there for anyone 24/7 and is moderated so that anyone can find the support they need in a safe environment. Click **HERE** to visit Clic

