

HELLO...

AND WELCOME TO THE OCTOBER HEALTHIER MIND NEWSLETTER.

The Healthier Mind Newsletter focusses on all things mental health and wellbeing. You'll be able to find who your newly trained first aiders are each month, as well as hints, tips and resources to help you and your mental wellbeing.

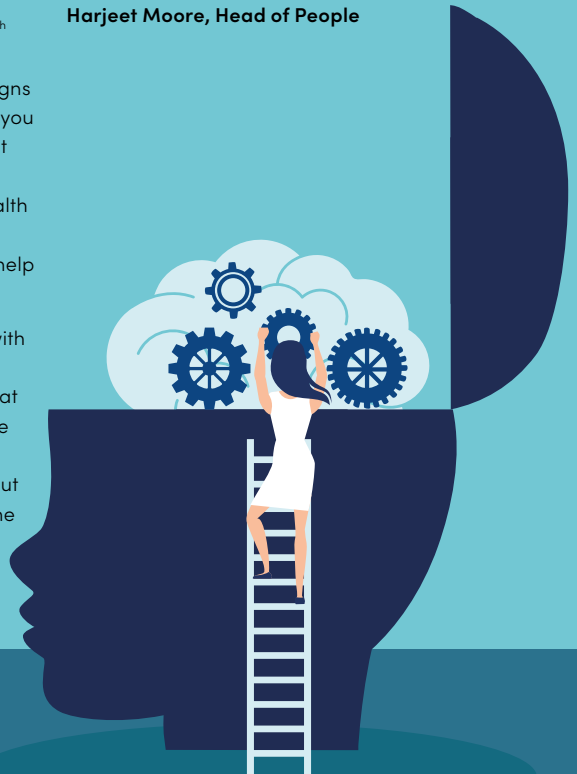
As we promote **World Mental Health Day** (10th October) and **National Work Life Week** (10th – 14th), a key theme across the October campaigns is the importance of prioritising you – putting you at the top of your personal agenda to support your mental health and wellbeing. We will be providing tips on how you can put mental health at the top of our priority list and how you can adapt your social and work environments to help make 'you' number one!

We also recognise that for those of us living with mental health issues, we will still experience inequalities in our daily lives. Did you know that black people are still more likely to experience stigma, discrimination and lack of support compared to white people? Read on to find out what mental health support is available for the BAME community for **Black History Month**.

This month our Toolbox Talk is focussing on the accessibility of mental health support. Read on to find out more...

Harjeet Moore

Harjeet Moore, Head of People



WHO ARE OUR NEW MENTAL HEALTH FIRST AIDERS THIS MONTH AND WHAT DOES THIS MEAN TO THEM?

MEET OUR MENTAL HEALTH FIRST AIDERS



Gillian Tyldsley

GENERAL MANAGER
ST JAMES HOSPITAL, LEEDS

I have a large and diverse team so it is important to me to have the correct mental health training so I can correctly spot any early warning signs of the team struggling with their mental health and ensure I can help and prevent the condition getting worse. I also want to break the stigma of mental health issues and make it a subject no one is embarrassed or ashamed to talk about openly.



Paul Maddox

GENERAL MANAGER
MOD LYNEHAM

I would like to expand my understanding of mental health so that I can be a benefit to any of my team members who may be struggling.



Adrian William Scruton

FRONT OF HOUSE SUPERVISOR
AZINGHUR BARRACKS

Being a mental health first aider is important to me because I will always make the time and effort to help anyone who is suffering with any kind of mental health no matter what time of day it is.



Mimi Lao

SUPERVISOR
CHASE FARM MENTAL HEALTH HOSPITAL

I want to help and support people who may be having a mental health issue. I enjoy listening and giving guidance to others without judgement.



Rebecca McEvoy Stevenson

RETAIL MANAGER
WHISTON HOSPITAL

I have multiple members of staff whom I have helped over the last couple of years. I like being able to do what I can to help people and provide information, signposting or just an ear to listen to. If I can make a difference to at least 1 person then I am happy!



Sharon Willis

GROUP MANAGER
POLICE CONTRACTS

My team have been through a lot during covid and I can see that they are dealing with their teams anxiety and issues. I would like to be able to support my team and offer guidance to them, also knowing what signs to look for and to start conversations easily.



Faye Jay

MEDIREST PEOPLE AND TRAINING MANAGER
ROYAL SURREY HOSPITAL

To allow me to support my family and colleagues when it becomes challenging for those who are struggling with anxiety and mental health. Learning ways, I can support with coping mechanisms and knowing what support is available. I currently have no MHFA's trained at site, my learning will help and support the wider management team.



Danielle Squire

SUPERVISOR
TRENCHARD LINES

I am keen to support all staff members and gain a further understanding of mental health is key to this.



Alison Brooks

CONTRACT MANAGER
DEPARTMENT OF HEALTH

The Covid years have highlighted how important it is to be able to support my team in any way I can – with issues which are maybe not directly related to work and being able to provide the safe space they may need, and offering the credible advice in any situation.



Linda Meason

SENIOR PATIENT SERVICES MANAGER
SHERWOOD PFI, NOTTINGHAMSHIRE

To increase awareness about mental health so I can support my colleagues.



Kelly Liddle

L&D TRAINER
CENTRAL FUNCTIONS

I want to gain a better understanding of mental health so I can deal with situations confidently. I have a passion for guiding people towards a better professional and personal life and believe this course will benefit greatly.

If you would like to find out more about who is trained in MHFA, head over to the HSE website [HERE](#) - make sure you're logged into Compass Connect first!

WHAT IS THE ROLE OF THE MENTAL HEALTH FIRST AIDER?

Please click on the image to the right for full details of the role of a **Mental Health First Aider**.

If you are interested in becoming a Mental Health First aider, there are spaces available on our October and November courses.

Please email Harjeet Moore, Head of People – Harjeet.moore@compass-group.co.uk



WORLD MENTAL HEALTH DAY

Our mental health is important every day of the year, however we are reminded of its significance every year on 10th October- World Mental Health Day.

This year's theme is 'Make mental health and wellbeing for all a global priority'.

For over 70 years World Mental Health Day has been working to make sure that mental health is treated on par with physical health. Mental health problems affect one in four of us over a lifetime. It costs the global economy a shocking amount, and can be hugely distressing, preventing people from living happy, fulfilling lives.

We need to do as much as possible to prevent mental ill health – as individuals and as a society. Which is why World Federation for Mental Health continue to call on national and local governments to prioritise reducing the factors known to pose a risk to people's mental health, enhancing those known to protect it and creating conditions needed for people to thrive.

One recent global movement has shown a rise in the importance to our support mental health. Mental health was not included in the Millennium Development Goals – and as such, was not prioritised by many governments in their targets and development strategies. But in 2015 the world took a huge step forward by including mental health in the Sustainable Development Goals (SDGs) and placing it firmly on the global agenda.



Three of the sub-targets under good health and wellbeing relates to mental health:

3.4 – By 2030, reduce by one third premature mortality from non-communicable diseases through **prevention and treatment and promote mental health and wellbeing**.

3.5 – Strengthen **the prevention and treatment of substance abuse**, including narcotic drug and harmful use of alcohol.

3.8 – Achieve universal health coverage, including financial risk protection, **access to quality essential health-care services** and access to safe, effective, quality and affordable essential medicines and vaccines for all.

This marks a significant turning point and means we can pave the way to secure tangible commitments from the development community.



Throughout the week starting 10th October, the ESS Nutrition and Wellbeing Team will be releasing daily content including a live panel discussion, Instagram posts and more wellness resources focussing on mental health accessibility to boost your mental health and put it at the top of your priority list!

Please check out the schedule below so you don't miss out on the fantastic resources:

DAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
THEME	World Mental Health Day 2022	Prioritising mental health globally	Prioritising employee's mental health	Prioritising your mental health	How to support others to prioritise their mental health
WELLNESS RESOURCE	Live panel discussion! Instagram post – visit WeAreESS	Highlighting steps taken globally to prioritise mental health. Instagram post – visit WeAreESS	Signposting sheet to help you navigate what support we have in place to help support your mental health.	Encourage open conversations about how you and your teams can prioritise your mental health. Don't forget to share them! Read on to find some examples.	Instagram post – visit WeAreESS

Taking care of your mental health is about recognising the need to take a step back and allow your mind some time to rest to reduce stress, anxiety, depression, and burnout. This can feel challenging and even selfish at times, especially if you are not used to putting yourself first. If you struggle to prioritise your mental health, try these tips, and remember the best way to support the wellbeing of others is to first take care of yourself.

5 WAYS TO PRIORITISE YOUR MENTAL HEALTH:



1. Self-care is NOT selfish. It's a sad truth that we will prioritise everyone else around us before ourselves. However, in order to function at our best, we really need to make time to rest, replenish and regain our energy. Think of it as protecting yourself from burnout!



2. Find your joy. What brings a smile to your face? It could be nature, family or even something adrenaline-seeking. We don't know what makes you tick, but you do! Joy is a crucial part of looking after your wellbeing.



3. Calm your mind. Find mindful activities, something repetitive can help your mind unwind or try colouring, puzzles or reading a book. Fully investing your thoughts into an activity will stop any other thoughts that come your way.



4. Nourish yourself. There is more emerging research on how what we eat can impact our mood. If we experience deficiencies in some nutrients, it can affect energy levels, mood and brain function. Our nutrition and wellbeing team did a webinar on food, mood and mindful eating. You can catch up **HERE** or search WeAreESS on YouTube.



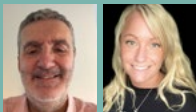
5. Move your body. Sometimes it really is the last thing you want to do, but it's proven that getting the blood flowing really does improve your mood. It also helps increase the serotonin (happy hormone) levels in your body. Find a form of activity that works for you. The main thing is simply to raise your heart rate and move in some way.

WORLD MENTAL HEALTH DAY LIVE PANEL DISCUSSION

Monday 10th October @ 14:00



On Monday 10th October we are holding a live panel discussion with Harjeet Moore, Head of People, Evan Judge, Senior HSE Manager, Abigail Kimber, Mental Health First Aid England and Keith Smith, Mental Health First Aider Instructor. They will be discussing accessibility to mental health support. What is available and where to seek support? Click **HERE** to watch the live stream at 14:00.



You can catch up on all of our Mindful Moment live panel discussions on our 'WeAreESS' YouTube channel. Don't forget to subscribe to make sure you don't miss out on future videos!

NATIONAL WORK-LIFE BALANCE WEEK

We've all had times when work is hectic, and you feel like you don't have a moment to stop, or when you get home after a long day and you just can't switch off. Even when working from home, the challenge of getting away from your desk or knowing what time to stop work is difficult. If we are continually not getting this balance right, it can be detrimental for our mental health, impact our daily life and also cause us to perform under par at work! With one in six of us experiencing a mental health problem each week and work-related stress already costing the UK 10.4 million working days per year, it's time to start taking our work-life balance seriously.

This year the campaign focuses on increasing access to **flexible working**. Flexible working is a way of working that suits an employee's needs. There has been a lot of emphasis on home-working and hybrid working since the pandemic, there are many other ways in which people work flexibly, for example: job sharing, annualised hours, term-time working, shift swapping, compressed hours and flexible start and finish times.

It may not always be possible to make changes to your working arrangements but that doesn't mean you should allow work to negatively affect you. These are some consequences of a poor work-life balance:

- **Fatigue.** When you are tired, your ability to work productively and think may be impaired leading to dangerous or costly mistakes.
- **Poor health.** stress can worsen symptoms related to many medical conditions and put you at risk of substance misuse.
- **Lost time with friends and loved ones.** You might miss important family events or milestones. This can leave you feeling left out and might harm your relationships.



If you are struggling with juggling the demands of working and personal life, it's time to strike a better work-life balance by setting limits and caring for yourself!

SET LIMITS CARE FOR YOURSELF

- **Manage your time** – give yourself time to get things done rather than overscheduling yourself.
- **Learn to say no** – evaluate priorities and try to shorten your to-do list by sharing concerns and cutting or delegating your tasks.
- **Detach from work** - working from home or frequently using technology to connect to work when you're at home can cause you to feel like you're always on the job. When you're done working each day, detach and transition to home life by changing your outfit, taking a drive or walk, or doing an activity with your kids.
- **Consider your options** – ask your employer about flexible working.

CARE FOR YOURSELF

- **Relax** - regularly set aside time for activities that you enjoy.
- **Take a break** – use your lunch break to move away from your usual place of work to enjoy your meal. Or take a 1 minute microbreak to breath and refocus.
- **Volunteer** - research shows that volunteering to help others can improve your connections with others, as well as lead to better life satisfaction and lower psychological distress.
- **Develop a support system** - join forces with co-workers who can cover for you – and vice versa. At home, enlist trusted friends and loved ones to pitch in with childcare or household responsibilities when you need to work late.

TO FIND OUT MORE ON A GOOD WORK-LIFE BALANCE AND TIPS, VISIT OUR SIGNPOSTING SECTION.

COMPASS FLEXIBLE WORKING POLICY

Across Compass Group there is a policy in place for all employees to allow individuals to achieve an acceptable and fair work-life balance. The policy states whenever possible (subject to its business and operational needs) to agree to requests for flexible working. Click **HERE** to find the policy (make sure you are logged onto compass connect first).

There are also courses available on the L&D portal to ensure you are being the most effective you can be in your role such as managing your priorities, time management, resilience.

Earlier this year, the Nutrition and Wellbeing Team delivered a Wellness Webinar all about boundaries and work-life balance. To catch up, head to our YouTube channel by clicking **HERE**.



BLACK HISTORY MONTH



This October it is Black History Month. Racism is using the concept of race to judge or treat some people worse than others. It exists in many forms; it can include acts of discrimination and prejudice towards individuals and groups. Racism can have an effect on an individuals mental health.

Experiencing racism can make us more likely to develop mental health problems. Research suggests racism can contribute to anxiety disorders, depression, psychosis and suicidal feelings. But shockingly research has also found black and brown people are less likely to receive appropriate mental health support in the UK compared to White people. It's important to remember that you don't deserve to be treated unfairly and you deserve support and respect for your mental health. Seeking professional help is often an important step towards feeling better.

Finding support to cope with racism does not fix racism. Institutions and society must take responsibility for challenging racism in every form. Seeking help can be an important step towards improving your mental health and feeling better.

Ways to support your mental health:



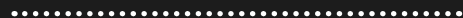
Therapy and counselling – there is no specific recommended therapy for racial trauma but you may find it helpful to talk things through with a professional and explore different feelings and experiences including racism.



Peer support – connecting and sharing with others who have similar experiences can be very helpful. Check out the signposting section for services.



Self-care – try mindfulness, get creative, celebrate your identity, or take care of your physical health. Show yourself kindness to reject negative messages about your identity or your worth.



For more on supporting your mental health, visit our signposting section for BAME support.

SIGNPOSTING INFORMATION

MENTAL HEALTH

- Employee Assistance Programme: including counselling and referral services to deal with personal problems.
- Samaritans: Call 116 123, available 24/7.
- For peer support, you can access Clic - a free online community here to support everyone with their mental health.
- Speak to a Mental Health First Aider (MHFA): they will be able to signpost you to further resources.

WORK-LIFE BALANCE:

- Find out more on what a good work-life balance is and how to help yourself get out of the rut of working too much [HERE](#).
- Tips on how to manage and reduce stress from Mental Health UK can be found on the [HSE website](#) (log onto Compass connect first).

BAME SUPPORT:

- Mind mental health support for Black, Asian and Minority Ethnic students. Click [HERE](#) to view useful resources.
- [Side by Side](#) is an online supportive online community welcoming people from all backgrounds to help you feel at home about your mental health. It is anonymous and moderated to keep things safe.
- [Rethinks](#) online support group shows any groups in your area, some of which are designed for specific communities.
- [Hub of Hope](#) lets you search local services near you and can filter your results using the 'BAME support' tag.

OTHER

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



INFORMATION

SUPPORT

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

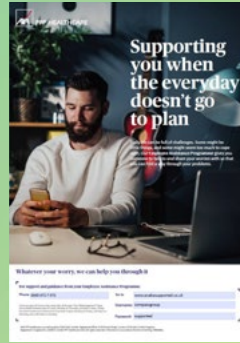
Increase transparency and accountability through internal and external reporting

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 we're discussing mental health accessibility. 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

