

HELLO...

AND WELCOME TO OUR APRIL HEALTHIER MIND NEWSLETTER.

This month it's Stress Awareness Month

This month we highlight several Healthier Mind campaigns: **Stress Awareness Month**, **World Autism Day** and **Navigating Ramadan with a mental illness**.

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

Our Mindful Moment Toolbox Talk this month gives you info on Stress and Coping Mechanisms. Read on to find out more...

Harjeet Moore

Head of People



MENTAL HEALTH AWARENESS: STRESS AWARENESS MONTH

Stress Awareness Month has been held every April since 1992 to increase public awareness about both the causes and cures for our modern stress epidemic. We all experience stress, yet we may experience it in different ways. You may feel stressed about a tight work schedule, being late to an event, speaking out on a team's call or about your finances, we are all different and these events will affect us all in different ways.

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SO, WHAT ARE SOME OF THE SIGNS OF STRESS? ACCORDING TO MENTAL HEALTH UK:



Physical symptoms include:

Muscle aches, dizziness, sleep disturbances chest pain, nausea and headaches



Emotional symptoms include:

Feeling irritable, overwhelmed, angry, restless and scared



Behavioural symptoms include:

Avoidance, changes in eating habits and using alcohol

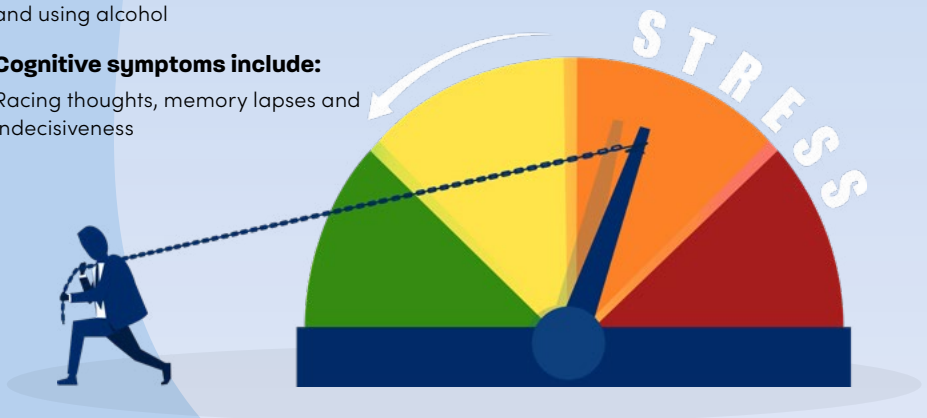


Cognitive symptoms include:

Racing thoughts, memory lapses and indecisiveness

Unfortunately, we do not have the power to change every stressful situation and we may not always be able to use our preferred coping strategy- with many of us relying on less healthy coping strategies such as comfort eating, drinking alcohol and shopping, which may not actually be helping us in the long run. Trying to develop a variety of coping strategies can be a really good idea, as we then have multiple strategies to rely on to help get us through a difficult patch in life. So, what are your coping strategies? We recommend taking a few minutes to think about what you lean towards when you are stressed and whether it is actually helping you to feel better or not.

Check out our Mindful Moment Toolbox Talk to learn more about Stress and Coping Mechanisms. For more information about managing stress as well as access to downloadable stress tips and resources, head to the [Mental Health UK website](#), or head to the HSE website [HERE](#) (ensure you are logged into compass connect first).



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

MEET OUR MENTAL HEALTH FIRST AIDERS



Jenny Holmes

ACCOMMODATION SUPERVISOR

RAF SCAMPTON

Mental health awareness is important, and I would like to have the skills to be able to help those in need.



Mandy James

DEPUTY MANAGER

AWE - BERKSHIRE

I'm passionate about helping people in and out of work that suffer with mental health issues. My eldest daughter suffers severely with mental health also, I have had previous staff members that have suffered too. I have tried to help and wish I could have offered more.



Heidi Wright

NUTRITION AND WELLBEING ENGAGEMENT OFFICER
MOBILE-UK

I have struggled with my own mental health in the past, as well as witnessing family members struggle with their mental health. It's really important to me that I am able to support others going through similar struggles and ensure I am helping in the most effective way I can.



Dermot Reid

REGIONAL GENERAL MANAGER
MOBILE-WALES & WEST MIDLANDS

Over a quarter of our team will struggle with mental health issues during their lifetime, it is vitally important for people to know that they aren't alone and that unbiased, friendly and understanding help is available when needed.



Alina Zurovaite

PEOPLE AND TRAINING MANAGER
NORTH MIDDLESEX UNIVERSITY HOSPITAL - LONDON

I am nominated to be Mental Health Ambassador for the site and unfortunately, I did not have a previous training or experience. This course sounds to be a great help for me to understand employee's needs and respond accordingly.



Michelle Webster

CATERING & RETAIL MANAGER
MOD GARATS HAY- EAST MIDLANDS

I have a lot of experience within my family dealing with Mental Health and would like to learn more skills to assist me with dealing with any issues my team members or colleagues may be going through, so that I can help in any way to offer support, and encouragement to anyone that needs it.

WORLD

AUTISM

★ ★ ★ AWARENESS DAY ★ ★ ★

2ND APRIL

World Autism Awareness Day is an internationally recognised awareness day supported by the UN, which takes place on 2nd April every year. The aim of the day is to raise awareness about autism spectrum disorder (ASD) throughout the world. The theme for **World Autism Awareness Day 2022** is 'Inclusion in the Workplace' as currently just 22% of people with Autism are in employment, it is thought that this is largely due to a lack of understanding from employers around ASD.

ASD is a lifelong condition which affects how people communicate and interact with the world. There are approximately 700,00 adults and children living with Autism in the UK.

People with ASD may need more time to process questions, requests and instructions. They may also find meeting new people and engaging with small talk challenging, with unwritten social rules often being difficult to pick up on. However, with ASD can also come a lot of strengths, including many people with ASD having the ability to intensely focus and have excellent attention to detail. People with ASD are also often known as being very honest, as well as working with a thoughtful and considered approach.

The National Autistic Society have recommended the following tips to support colleagues with Autism:

- Give clear instructions and put important points in writing for clarification
- Don't rely on body language or facial expressions to communicate
- Give anxious or agitated colleagues space and time to recover
- Offer to be a buddy for workplace social event

Autistic woman and star of ITV's The Chase, Anne Hegerty, who is diagnosed with Autism, has compiled this Spectrum Quiz for some fundraising fun in World Autism Acceptance Week, to take part and to access more downloadable resources to use in your workplace, click [HERE](#).

For more information and support, please visit the signposting section at the end of this newsletter.

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**THERE ARE APPROXIMATELY
700,00 ADULTS AND
CHILDREN LIVING WITH
AUTISM IN THE UK.**
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NAVIGATING RAMADAN WITH A MENTAL ILLNESS

This year, April 2nd marked the start of Ramadan. The holy month of Ramadan is the ninth month of the Islamic calendar and a time when many Muslims across the world fast during daylight hours. For many Muslims, it is a very special time of year and offers a chance to reflect and have time to focus on their religion and spend time with loved ones. However, for individuals that are struggling with their mental health, Ramadan can be a very challenging time, with the weeks leading up to Ramadan each year being filled with dread. If this sounds familiar to you then please know that you are not alone.

Though talking about mental health has become much more common place in today's society, there is still considerable stigma surrounding mental illness, particularly in some communities where such topics are rarely discussed. Thankfully there is a growing awareness in the Muslim community around mental health struggles, particularly around eating disorders which are a significant concern during Ramadan.

Within Islam, there are several exceptions which would make a person exempt from fasting. In general, those whose health is not thought to be well enough to fast are not obliged to. This includes people who are pregnant or struggling with an illness. At times we may feel self-conscious or worry that others may be judging us because mental illness is often not as clear to see and can be more difficult to explain than physical illness or injury. However, it is important to note that mental health struggles are definitely a valid reason for choosing not to fast during Ramadan.



Below, we have included some advice on how to support yourself or someone you know who might be struggling with their mental health this Ramadan:



1. Not being able to fast is not a reflection of your faith- mental illness is just as valid as physical illness.



2. Try to hold back from making comments or asking lots of questions about why someone may not be fasting, especially in group settings where it may not feel comfortable to share.



3. Remember that there are so many ways to get involved with Ramadan and develop your spirituality aside from fasting, such as giving to charity, prayer, studying the Quran and more!

We've created a pack [HERE](#) that will provide you with recommendations and guidance for supporting a team member who may be fasting during Ramadan, please share with your teams.

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For more information and support, please see our signposting section at the end of the newsletter.

SIGNPOSTING INFORMATION

STRESS

For support with stress, you can access [Click HERE](#) - a free online community here to support everyone with their mental health

For local mental health services and helplines, please visit [Mind's useful contacts page](#) by clicking [HERE](#).

ASD

To find out more information about ASD, head to the [National Autistic Society's website](#).

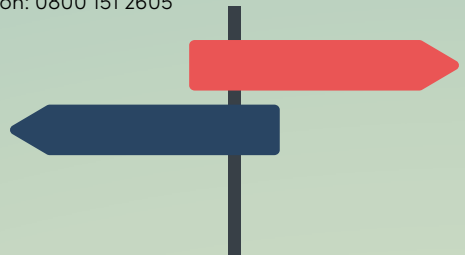
For help and support relating to Autism, including peer and carer support, click [HERE](#).

RAMADAN

To learn more about Ramadan and how you can support your Muslim friends and colleagues, visit the [Muslim Council of Britain's website](#).

Head to the [@Beatedsupport](#) Instagram or the [BEAT YouTube page](#) to learn more about navigating Ramadan with an eating disorder

Boloh helpline offers advice, signposting and emotional support to Black, Asian and Minority Ethnic families in the UK. Call for free on: 0800 151 2605



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

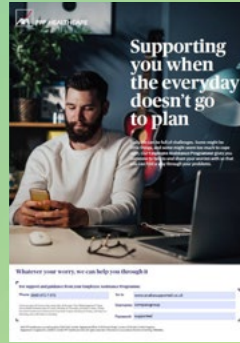
Increase transparency and accountability through internal and external reporting

**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 stress and coping mechanisms.. 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

