

HEALTHIER MIND

ESS MENTAL HEALTH FIRST AIDER BOOKLET

WELLNESS

ESS WELLNESS MENTAL HEALTH IN THE WORKPLACE COMMITMENT

1 in 6 working-age adults have symptoms associated with mental ill health ¹ and 1 in 7 (15%) of people will experience mental health problems within the workplace ².

Almost 13% (12.7%) of sickness absence days are caused by poor mental health ³. The conditions and environment we work in can affect our mental health and an individual's mental health can affect how they perform in their job.

At ESS we are committed to maintaining or improving lives through knowledge, actions and behaviours. This forms the backbone of our **Wellness Strategy** which comprises four pillars: **Healthier Mind, Healthier Food, Healthier Body** and **Healthier World**.

Each pillar has commitments and those relating to **Healthier Mind** are shown at the bottom of the page.

It is important we remove the stigma around mental health within the workplace. To help achieve this, we aim to provide tools and support to all our employees. This guide will help us to stay focused on what we are aiming to achieve - improving the wellbeing of our employees, customers and clients.

ESS' WELLNESS STRATEGY HEALTHIER MIND PILLAR COMMITMENTS

TOOLS	INCLUDE	INFORM
Provide time and equip staff with the skills to maintain good mental health	Promote inclusion of all customers and employees	Educate and promote foods that help mental wellbeing

1. McManus S, Bebbington P, Jenkins R, Brugha T. Mental health and wellbeing in England: Adult Psychiatric Morbidity Survey 2014 [Internet]. Leeds; 2016.
2. Lelliott, P., Tulloch, S., Boardman, J., Harvey, S., & Henderson, H. (2008). Mental health and work.
3. ONS. (2014). Full Report: Sickness Absence on the Labour Market, February 2014.

MESSAGE FROM THE MD



2020 was a year like no other...

In the face of unfamiliar challenges in both our personal and professional lives, it has highlighted the importance of looking after ourselves, our friends and family, our colleagues and the wider community. Safeguarding our mental health is a vital part of this and is something that I feel very passionately about.

Many of us will experience mental health challenges at some point in our lives. In response to this, Compass Group's You Matter programme was launched back in October to focus on creating positive working environments, openness and acceptance of mental health issues and teams who look out for each other.

ESS is strongly represented on the **You Matter Steering Group** and we are undertaking additional work which emphasises the importance of caring for our colleagues.

A key activity for us is the introduction of Mental Health First Aiders across our business. The **Mental Health First Aid** course provides an opportunity to promote equality between mental and physical health. It equips participants with the skills needed to support their own and others' wellbeing, empowering them to notice signs of mental ill health, encourage anyone suffering to break down barriers, listen in a non-judgmental way and signpost to support for recovery.

I would like to thank everyone who is volunteering to be an **ESS Mental Health First Aider** and, in doing so, seeking to improve the experience of those who may be struggling.

A handwritten signature in black ink that reads "Mark".

Mark Webster

MD, ESS

Who are our Mental Health First Aiders,
and what does this mean to them?

MEET OUR MENTAL HEALTH FIRST AIDERS

HSE TEAM



Allan Errington

HSEQ MANAGER, OFFSHORE

Allan.Errington@compass-group.co.uk

Mental health and wellbeing is close to my heart - I have been managing my own mental wellbeing for more than 10 years. In my role as HSEQ Manager for the Offshore sector, I am the sole focal point to our people and mental wellbeing has been a key focus of the offshore teams for the last few years, with mindfulness and mental health programmes incorporated into our current and future strategies.

The Mental Health First Aid programme will give me additional tools to ensure that when dealing directly with our people, I have more confidence that I am consistently doing the right thing.



Richard Vernon Payne

HSEQ MANGER, NTEP

Richard.Payne@compass-group.co.uk

By becoming a Mental Health First Aider, I believe it will give me more knowledge and a better understanding of how to support individuals to benefit themselves and their families. More importantly, to be able to give a clear direction as to where the next levels of support may come from so their mental health and wellbeing can be supported by a professional entity.



Evan Judge

SENIOR HSE MANAGER, DEFENCE AND GOVERNMENT SERVICES

Evan.Judge@compass-group.co.uk

Our mental wellbeing should be looked after and treated just as our physical wellbeing, for which we have workplace first aiders. So why don't we have Mental Health First Aiders? Becoming an MHFA is important for that reason, to support my colleagues with their mental health, just as I would their physical health if they were ill or injured whilst at work. It is simple, we should look out for each other.



Bruce Findlay

HEALTH AND SAFETY MANAGER, RSME AND EAST REGION

Bruce.Findlay@compass-group.co.uk

Mental health issues are on the increase due to Covid-19 and the uncertainty and anxiety it is having on our team members is becoming an issue which we need to provide support for. Becoming a Mental Health First Aider will allow me to support team members by listening to their feelings and fears. Mental health first aid also sits within my role of safety manager, caring for our team and ensuring that I look out for their mental and physical health and safety whilst at work.

PEOPLE TEAM



Harjeet Moore

HEAD OF PEOPLE, ESS

Harjeet.Moore@compass-group.co.uk

Even before Covid-19, there was a growing mental health crisis in the UK and, even though talking about mental health has become more common, there can still be a real stigma when it comes to the workplace, which means that many employees don't speak up until they're really struggling to cope.

Wellbeing is a subject that I am incredibly passionate about and becoming a Mental Health First Aider will help strengthen the support we are able to provide our employees.



Jason Webb

PEOPLE BUSINESS PARTNER, HESTIA 7

Jason.Webb@compass-group.co.uk

In my role I get to see and hear about people who are struggling with mental health issues and the effect that this can have on their work and personal lives. This is a subject that probably touches us all in some way, whether it's something that we need to deal with ourselves or something that affects family or close friends. I want to be better equipped to help and support people struggling with mental health.

OPERATIONS



Aran Walsh

**GROUP MANAGER, RAF CONINGSBY, RAF WADDINGTON,
PRINCE WILLIAM OF GLOUCESTER BARRACKS AND DEFENCE
ANIMAL TRAINING REGIMENT**

Aran.Walsh@compass-group.co.uk

Mental illness is on the rise and is affecting more and more people these days. As managers we need to be equipped to support our people and, on a personal level, it will also help me to support family and friends.



David Yuill

**CHEF MANAGER, NOBLE SAM HARTLEY OFFSHORE DRILLING
UNIT**

David.Yuill@compass-group.co.uk

I want to raise awareness and remove the stigma of mental health. One thing I have learned from this training is to notice the signs in myself, work colleagues, friends and family. Take time with yourself and others to talk openly, listen and not be judgmental. Offer help and support and advise on what support options are available.



Charlene Watson

MESS MANAGER, DEFENCE ACADEMY, SHRIVENHAM

Charlene.Watson@compass-group.co.uk

I care about people's needs and enjoy being able to help resolve issues when possible. I have been able to help people with strains and stresses in the past and this gives me a sense of pride when I help.



Denise Draycott

FACILITIES MANAGER, CHETWYND BARRACKS

Denise.Draycott@compass-group.co.uk

Having battled with mental illness in the past, I would like to give back and help people who might be struggling and learn the correct way to approach the subject.



Denise Woods

UNIT MANAGER, NTEP SOUTHWEST

Denise.Woods@compass-group.co.uk

I would like to increase my knowledge and have a better understanding of mental health.

Becoming a Mental Health First Aider will help me to improve my listening skills and offer non-judgmental thinking. I will be more informed and able to offer support and give information to anyone who needs help.



Joe Baker

CATERING MANAGE, MOD STAFFORD JUNIOR RANKS MESS

Joe.Baker@compass-group.co.uk

I want to be able to support our teams during difficult times.



Emma Wood

CLEANER, LYMPSTONE

I would like to be able to understand mental health more, to be able to identify situations and potentially help correctly and confidently.



Lauren Dash

GENERAL MANAGER, BEACHLEY BARRACKS

Lauren.Dash@compass-group.co.uk

I want to be able to support my team during challenging times and for them to know they have a support resource on site. I hope that by completing the training and being able to put the skills to use, that this will improve the mental health within the unit and encourage discussions around this topic.



Rhanna Cuthill

CHEF MANAGER, CHRYSAOR ABERDEEN, ONSHORE

Rhanna.Cuthill@compass-group.co.uk

I want to be able to support my team through challenging times or just be a listening ear when they need someone. I want to have a better understanding of mental health and be a better point of support for a close friend. Also, to be able to recognise and help myself and family through times of difficulty.



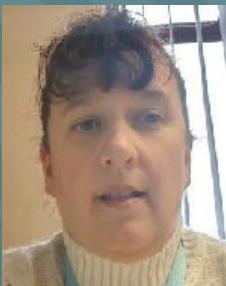
Sue Hill

FACILITIES MANAGER, RNAS CULDROSE

susan.hill@compass-group.co.uk

I suffer from mental health issues and am very aware of how challenging it is to remain well and deal with all that life brings. I had five months' absence from work in 2019, which I think could have been prevented if I had reached out and asked for help before becoming too unwell.

This is a part of Mental First Aid that I think is vital – letting people know that help is available and that it is perfectly okay to chat about their challenges.



Sally Johnson

COMPLIANCE AND PRODUCTION MANAGER, RAF WITTERING

Sally.Johnson@compass-group.co.uk

I am already a first aid trainer. Becoming a Mental Health First Aider will mean I can give holistic support and be able to treat mind as well as body.



Sarah Walton

CATERING MANAGER, WOODBRIDGE HESTIA EAST

Sarah.Walton@compass-group.co.uk

Becoming a Mental Health First Aider is important to me as I would like to be able to recognise and help people when they most need it.



Adrienne Coleman

OPERATIONS DIRECTOR, RSME AND NTEP

Adrienne.Coleman@compass-group.co.uk

I believe that mental health is an area of wellbeing that has not had the same focus as other areas like physical health. I want to be able to support team members who are struggling with their own mental wellbeing and create a better work and home environment for all.



Andrea Morgan-Jones

MESS MANAGER, BRECON BARRACKS HESTIA WALES & WEST MIDLANDS UNIT

Andrea.Morganjones@compass-group.co.uk

I wanted to take the MFHA course because I am passionate about helping people with mental health conditions. I have personal experience of this through my family and work colleagues.

I want to assist people in need. Being able to understand, help people and give them somewhere to turn and someone to talk to is important to me.



Annie Marchalle

OPERATIONS MANAGER , NTEP EAST ANGLIS, NORTH OF ENGLAND & SCOTLAND

annette.marchalle@compass-group.co.uk

Being a Mental Health First Aider is important to me to give me the tools to understand and support my team, my family and myself if a need arises.

I want to understand the appropriate language, and remove or manage negativity in situations and environments I might find myself in.



Audrey Milne

UNIT MANAGER, BARRY BUDDON

Audrey.Milne@compass-group.co.uk

I am looking forward to becoming a Mental Health First Aider as I would like to be a help to other staff. I am also a group scout leader and this will be a great help in scouting too!



Camilla Howard

OPERATIONS DIRECTOR, WILTSHIRE AND GLOUCESTERSHIRE HESTIA SOUTH WEST

Camilla.Howard@compass-group.co.uk

I was lucky enough to be trained up as a Trauma Incident Manager whilst in the RAF and wanted to carry this on with ESS by completing the Mental Health First Aider course.

I believe mental health should be talked about every day and not hidden away. Early intervention is critical and doing this course will allow both myself and others to spot signs early and support where required.



Gabbi Walker

GENERAL MANAGER, MOD STAFFORD, DE&S DONNINGTON & VENNING AND PARSONS BARRACKS HESTIA WALES AND WEST MIDLANDS

Gabbi.Walker@compass-group.co.uk

I feel that in today's world there are lots of pressures and stresses that add to our everyday lives. People handle these in different ways and I feel that being a Mental Health First Aider will help me to support people in the right way, make them feel comfortable and that they have someone to talk to who will listen, support and help them find a way forward.



Lynne Brown

GENERAL CATERING MANAGER, DWP QUARRY HOUSE

Lynne.Brown@compass-group.co.uk

Being a Mental Health First Aider is very important to me, so that I can support my team of 14 staff through these difficult times.

I love to help people generally, so this course will give me skills to do this, even in difficult situations with vulnerable people. I also think it will be good for my own wellbeing.

Emma Hall

COMBINED ASSISTANT MESS MANAGER, RSME, GIBRALTAR BARRACKS/MINLEY

Emma.Hall1@compass-group.co.uk

I wanted to have a qualification that would support me in the role of Mental Health Ambassador.

I have experienced many forms of mental health issues through family and friends and I have always felt compassion towards those people that are struggling.

I want to make a difference by being able to support people in their darkest hours. I believe that talking about mental health and having a support network helps dispel the stigma, so that ultimately people don't have to suffer in silence.



Katie Leeder

**COMBINED MESS MANAGER, WATTISHAM FLYING STATION
HESTIA EAST**

Katie.Leeder@compass-group.co.uk

I feel the need to support my teams in the best way I can with the right advice. This last 12 months of the pandemic has made me realise that even the strongest characters can have a change in their wellbeing when put under new pressure and stress.



Nicola Fleig

**FACILITIES MANAGER, MOD ST ATHAN HESTIA WALES & WEST
MIDLANDS**

Nicola.Fleig@compass-group.co.uk

Becoming a Mental Health First Aider is important to me so that I can be more aware of potential mental health issues or symptoms in order to offer help and support to any individuals affected.



Nicky Hughes

MESS ACCOUNTANT, RAF VALLEY, ANGLESEY

Nicola.Hughes@compass-group.co.uk

Becoming a Mental Health First Aider is important to me as I have had issues myself in the past and having an understanding really helps. This also allows me to help other people.



Sara Archer

COMBINED MESS MANAGER, WOODBRIDGE HESTIA EAST

Sara.Archer@compass-group.co.uk

Being a Mental Health First Aider is important to me so that I can learn to acknowledge when someone is struggling and offer support and help in the correct way.



Paul Crow

HALL PORTER, CTC LYMPSTONE HESTIA SOUTH WEST

Paul.Crow@compass-group.co.uk

Using what I have learnt with the MHFA course, my general knowledge in mental health and own experience of suffering with mental illness, I believe that I can help people in their time of need.

Sometimes all we need is someone to listen. Not everybody is comfortable talking to their line managers so Mental Health First Aiders can provide this support.

It's important that we spread the message in our workplace that 'it's ok not to be ok'. Mental health is a serious topic and we need to end the stigma around talking about it.



Kay Bloomfield

MANAGER, WATHGILL TRAINING CAMP DEFENCE

Becoming a Mental Health First Aider is important to me because I want to learn the skills and knowledge to enhance what I can offer, not only to those who I am directly responsible for but also to our region. I want to raise awareness and reduce the stigma and discrimination that surrounds mental health. I feel passionately that mental health is as important as physical health.

I was the proud owner of Teddy-Rose a 'Pets as Therapy' dog where I visited schools, hospitals and care homes and this is where my passion developed. I am now in the process of training my new puppy so I can continue my local volunteering. Having the knowledge from this course will inspire confidence in me to be able to start conversations should I recognise the signs of mental ill health.



Heather Chalkley

GENERAL MANAGER, GIBRALTAR BARRACKS, MINLEY, SOUTH EAST

Heather.Chalkley@compass-group.co.uk

Becoming a Mental Health First Aider is important to me to enable me to support people in a crisis and let them know that mental health issues may not be as frightening as they think. Mental health deserves just as much attention as our physical health.



Sunil George

OFFICERS MESS MANAGER, IMIIN BARRACKS, GLOUCESTER

Sunil.George@compass-group.co.uk

Becoming a Mental Health First Aider is important to me for self-development and, more importantly, so I can support any team members on site if they are struggling with mental illness. Particularly during these uncertain times, I want to create a positive and safe atmosphere in the workplace.

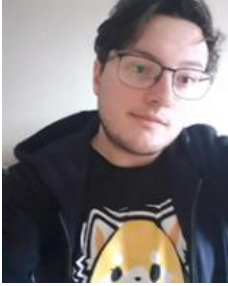


Amanda Williams

GENERAL MANAGER, IMJIN BARRACKS, GLOUCESTER

Amanda.Williams@compass-group.co.uk

Being a Mental Health First Aider is important to me to ensure all the team are safe and well, both at home and at work. It's far too easy to dismiss an individual who may be smiling on the outside but drowning in stress and anxiety on the inside.



Dean Harmon

SENIOR RATES HALL PORTER, RNAS YEOVILTON, SOUTH WEST

After suffering from mental health issues myself, I want to be able to give back anyway I can, as well as being able to be there for others.



Deborah Lewis

SITE MANAGER, ASHCHURCH, TEWKESBURY

Deborah.Lewis@compass-group.co.uk

I want to be able to recognise the signs and symptoms of people who may be struggling with their mental health and have the knowledge to be able to help them.



Gary Niblett

GENERAL MANAGER, MOD ST. ATHAN, WALES

Gary.Niblett1@compass-group.co.uk

I would like to understand more about my own mental health and assist my team members if required.



Gillian Williams

**CLEANING SUPERVISOR, MCMULLEN BARRACKS,
MARCHWOOD, SOUTHAMPTON**

Gillian.Williams@compass-group.co.uk

I would like to have a better understanding of mental health, how to assist someone in crisis and guide them to the correct help and assistance.

Hazel Warren

RETAIL SUPERVISOR, NTEP

Hazel.Warren@compass-group.co.uk

Becoming a Mental Health First Aider is important to me because identifying mental health issues and dealing with it as a company ensures that the welfare of our colleagues is at the forefront of our care.



Jackie Sanderson

SITE SERVICE MANAGER, RAF WADDINGTON, LINCOLN

Jaqueline.Sanderson@compass-group.co.uk

Mental health is an important issue that affects a lot of people. I would like to be able to properly support my work colleagues and my family and friends.



Jaydee Freijeiro - Mato

DUAL MESS MANAGER, GAMECOCK BARRACKS, WEST MIDLANDS

Jaydee.Freijeiromato@compass-group.co.uk

I have staff who suffer with their mental health and would love to be able to help. I would like to be able to give the right advice and guidance if any issues were to arise. I believe I have a duty of care to my staff and ensuring that they are ok every day is a high priority.



Stephanie Culpitt

JUNIOR RATES MESS MANAGER, HMS COLLINGWOOD, FAREHAM

Stephanie.Culpitt@compass-group.co.uk

I want to understand the mental health challenges within our teams and learn how I can provide support and assist with all staff wellbeing.



Matt Lord

GROUP EXECUTIVE CHEF, REGION 2, 4 AND SOUTH WEST

Matthew.Lord@compass-group.co.uk

I have completed physical first aid courses in the past but mental health in the workplace is often overlooked. It's great that Compass recognises this and has put this course in place. As a Mental Health First Aider, I would hope that if one of my chefs was having problems, I might be able to see it, help them or direct them to someone who could.



Helan Gardiner

STEWARD, RAVENSPORN NORTH, OFFSHORE, NORWICH

Helan.Gardiner@compass-group.co.uk

I know from my own experience of having depression in my 20's that mental health (good or bad) impacts on every area of our lives (family, social, work and potentially financial). I am passionate about helping others find a way to their own good mental health, so much so, I am currently training as a (Marisa Peer) Rapid Transformational Therapist and expect to be fully trained by June this year.



Adam Goodwin

CONTRACT MANAGER, RAF MARHAM, ESS DEFENCE

Adam.Goodwin@compass-group.co.uk

Becoming a Mental Health First Aider is important to me as it is an opportunity to help support my teams and be able to show a genuine and capable support which my teams will engage and appreciate, it is also great to understand the best ways in understanding what Mental health means to all people and how it can affect others, will help me identify those that suffer and to approach them in a way they feel supported and not charitable.



Katrina Francis

NUTRITION AND WELLBEING ENGAGEMENT OFFICER, MOBILE

Katrina.Francis@compass-group.co.uk

Becoming a Mental Health First Aider is important to me because previously friends and family have opened up about mental health problems and I have not had the knowledge or confidence to give the best support. I will always encourage mental health conversations to try and prevent any negative stigma. However, I want to be equipped with the correct tools to be able to support friends and family by giving the right advice.

Further with healthier mind being an important part of our commitment, I want to develop my knowledge and understanding of a diverse range of mental health problems to be able to support fellow colleagues in a professional manner.



Amanda Stannard

CATERING ACCOUNTANT, RAF HONINGTON, SUFFOLK

Amanda.Stannard@compass-group.co.uk

I have had some personal experience dealing with mental health and the effects that it had on the individual and their wider family. I would like to be better equipped to be able to have the confidence to spot the early signs and to be able to give the right support and hopefully make a difference.



Heidi Wright

NUTRITION AND WELLBEING ENGAGEMENT OFFICER, MOBILE

Heidi.wright@compass-group.co.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.



Emma James

MESS ACCOUNTANT, RAF HONINGTON, SUFFOLK

Emma.James1@compass-group.co.uk

Becoming a Mental Health First Aider is important to me as I think it is really important that everyone has the opportunity to speak to someone in confidence and in a safe environment



Karl Edwards

FSA, DAEDALUS MESS, RAF CRANWELL

Karl.Edwards@compass-group.co.uk

I feel that I can help individuals who suffer from mental health. I feel that I can provide knowledge and guidance, that can help people through troubling times. I feel I'm approachable, and willing to listen and help.



Nadine Jonker

OFFICERS MESS MANAGER , STAFFORD, WEST MIDLANDS

Nadine.Jonker@compass-group.co.uk

Becoming a Mental Health First Aider will give me a deeper insight into some staff that has mental health problems, I want to be the best I can be and give them the support where it is possible.



Kerry Carr

RECEPTIONIST, WOSM SGT'S MESS, WADDINGTON

Kerry.Carr@compass-group.co.uk

I have suffered with mental health on and off all my life, so I can completely understand what people are going through when in that state of mind, I really like to help people any way I possibly can.

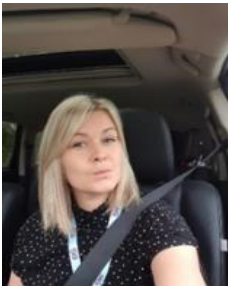


Susannah Brittain

FM MANAGER, BUCKLEY BARRACKS, AZIMGHUR BARRACKS, SOUTH WEST

Susannah.Brittain@compass-group.co.uk

I believe mental health issues are on the rise. I have had family members suffer with mental health and not been able to assist with support as wasn't sure of the signs at the time. I will be able to help assist colleagues and help support them to get the correct help that they need.



Victoria Martin

OPERATIONS MANAGER, RAF MARHAM

Victoria.Martin@compass-group.co.uk

I joined the Team at RAF Marham in February 2020, previously I already had a keen emphasis on Staff Welfare taking the time out to listen to my Team and support them where I could.

Marham is a much larger Site, I have already felt that perhaps I needed to be better equip with my responses in certain situations, particularly around the anxiety that the Pandemic has generated.



Leanne King

HEAD OF NUTRITION AND WELLBEING, MOBILE

Leanne.King@compass-group.co.uk

I am passionate about health and wellbeing. To maintain good health we need to ensure we look after our whole wellbeing i.e. our mental health and not just our physical health. If we become out of balance in one, it will have an impact on the other. Through doing the training I have been given a more deeper understanding of the emotional side of mental health whereas I have usually looked into it from the more scientific point of view. I have am more aware of the challenges that people face, how it can impact their daily life, how the language we use when talking to people can impact an individual more than we may realise and therefore we need to be more conscious.

This course and through my training has highlighted how I can further help support an individual improve their overall wellbeing. Learning about the ALGEE technique as part of the support mechanism has been great and I feel is something that can be used much wider than just supporting mental health. I will also be incorporating it into my daily role as a manager but also in my home life too.

Brandon Davies

RETAIL MANAGER, HMS RALEIGH, TORPOINT

Brandon.Davies@compass-group.co.uk

Becoming a mental health first aider is important to me because coming from a family who suffer with anxiety and depression, I know it can be hard to deal with. I have seen first-hand how someone can suffer and becoming a mental first aider has allowed me to understand mental health and how I can help people who are in need support.



Frank Bevan

GENERAL MANAGER, CTCRM AND NORTON MANOR, HESTIA 7 SW

Frank.Bevan@compass-group.co.uk

Over the turmoil of the last year it has surprised me how people have coped in differing ways. Some I expected but there has been a few I wasn't, this is both within the workplace and my personal life. I wanted the skills to be able to recognise the early signs of potential mental health issues and then be able to deal with it appropriately.



Jenni Lawson

OPERATIONS MANAGER, ESS OFFSHORE

Jenni.Lawson@compass-group.co.uk

I want to support my colleagues onshore as much as I can, and this will provide the tools to assist me. I am passionate about mental health and have personal experience which I can use within this role too.



Jeanette McNaughton

BUSINESS DIRECTOR, HESTIA 6, RSME, NTEP, USAF

Jeanette.McNaughton@compass-group.co.uk

I think that is so important to firstly understand Mental Health and then to be able to talk about it openly. I believe that Mental Health is as important as physical health and therefore needs to be given the same focus. We work in huge teams and everyone deserves the opportunity to do their best every day.



Julie Pickets

AREA SUPPORT MANAGER, DWP KINGS COURT, DWP ESS DEFENCE

Julie.Pickets@compass-group.co.uk

As a mental health first aider I want to be able to support others during these difficult times.

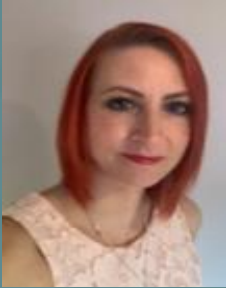


Rachel Watts

GENERAL MANAGER, AZIMGHUR, BUCKLEY AND TRENCHARD LINES, H7 SOUTH WEST

Rachel.Watts@compass-group.co.uk

I would like to support where I can as I am aware the impact mental health can have on people. One of my own children have suffered with mental health and I'm aware of the impact that it can have on others. Due to my knowledge I required reaching out to many people for support. I would like to use my knowledge and offer my support.



Natalie Revelle

REGIONAL BUSINESS ADMINISTRATOR, CENTRAL TEAM, WALES & WEST MIDLANDS

Natalie.Revelle@compass-group.co.uk

Having family members who have experienced mental ill health, I can completely understand how hard things can get and how important it is to have someone to talk to. Being able to recognise the signs of mental ill health can be potentially lifesaving.



John Bacon

BUSINESS DIRECTOR, GOVERNMENT SERVICES

John.Bacon@compass-group.co.uk

Mental Health is currently an item that is high on everyone's agenda – it's only by increasing our capability, understanding and creating awareness that we can keep it front and centre always. This scheme will help to do that.



Alison Brooks

CONTRACT MANAGER, DEPARTMENT OF HEALTH

alison.brooks@compass-group.co.uk

The Covid years have highlighted how important is it 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.



Robert (Bob) Gray

OFFICERS MESS MANAGER, STAFFORD, WEST MIDLANDS

Robert.Gray@compass-group.co.uk

Within any community, business or otherwise, it's important that some people put themselves forward in a volunteering capacity to be able to help others. I want to be able to support those who are in some form of need. Furthermore, as a senior business leader I want to know what being an MHFA means, involves and how having a good network can better support our teams.



Mandie Curtis

CATERING MANAGER, BLANDFORD CAMP

Mandie.Curtis1@compass-group.co.uk

Being a mental health first aider is important to me, so I can recognise the need for mental health support within my working team and to be able to give support when needed.



Jane Yates

CLEANER, BLANDFORD FORUM, PRINCESS MARY HALL

Becoming a mental health first aider is important to me so that I can help my co-workers and ensure everyone is happy and comfortable.

Anna Zakrzewska

SUPERVISOR, MOD BOSCOMBE DOWN, WILTSHIRE

Becoming a mental health first aider is important to me so that I can help people.



Emma Estep

RECEPTIONIST, RAF VALLEY

Emma.Estep@compass-group.co.uk

With mental health on the constant increase I feel that this is something all staff members should be aware of to help colleagues that are in need of support.



Carol Herd

REGIONAL FACILITIES MANAGER , NATIONAL DWP/NHS
CONTRACTS WITHIN ESS GOVT SERVICES

Carol.Herd@compass-group.co.uk

On managing 2 very large national contracts and having nearly 200 staff in these above contracts – I felt that being a Mental Health First Aider was key to my role. I wanted to be able to make a difference to even just that one colleague. I feel wellness can be spoke about in many ways for different people whether it's a chat around their personal wellbeing in or out of work , food related topics (as that's what we are predominantly in !), exercise & body magic and the importance of outside space daily. I feel listening is a good attribute to have – which I think I have!! Just been there for my team and making time to make sure they are all ok in these troubled times and for them to know my door is always open.



Anne Hindle

CATERING MANAGER, WARBRECK HOUSE DWP

Being a mental health first aider is important to me to help others and myself.



Peter Reynolds

OPERATIONS MANAGER, ENERGY

Peter.Reynolds@compass-group.co.uk

Becoming a Mental Health first aider is important to me because seeing first-hand the impact the pandemic has had to my teams as well as struggles I have also experienced; I believe this will help me to help others more.



Charlene Johnson

UNIT MANAGER, DWP MANCHESTER

Charlene.Johnson@compass-group.co.uk

I personally know a few people who suffer with mental health illnesses, it will be good to understand what they go through on a daily basis also to learn how to spot the signs if someone needs help and how best to help them.



Ryan Geisel

AREA SUPPORT MANAGER, CATHAYS PARK, WELSH GOVERNMENT

Ryan.Geisel@compass-group.co.uk

Becoming a Mental Health first aider is important to me as I have been affected personally & have family members who have been afflicted with depression and anxiety.

I found it extremely helpful knowing that I had people I could turn to who could help & support me throughout. I would be honoured if I could give the same help and support to others.

I feel that having a better understanding & having the tools and resources would not only give me the confidence and benefit to myself but my family and family too.



Melanie Cornwall

FM MANAGER, RAF MARHAM

Melanie.Cornwall@compass-group.co.uk

Mental health has a massive impact on everyone, and sometimes simple steps and processes can make a huge difference to individuals and their families. Our lives are busy with many different situations in our personal lives and in the workplace, it is easy to feel overwhelmed and alone.

I also think it is important to understand that what may seem trivial to one person could be huge to another. In essence I would like to learn the tools to assist me in supporting my staff.



Lewis Singletary

GENERAL MANAGER, RMB CHIVENOR

Lewis.Singletary@compass-group.co.uk

Having suffered and continue to suffer with mental health issues, I feel that I am probably one of the best equipped to assist in this moving forward.



Hayley Reeves

ASSISTANT SOFT SERVICE MANAGER, STELLA HOUSE NHSBSA

Hayley.Reeves@compass-group.co.uk

Mental Health is important to me as it can affect anyone at any time in our lives at home and at work. I would like to learn how best to show support and make a difference. It would also benefit colleges at work knowing there is someone they could reach out to.



Samantha Finn

FACILITIES MANAGER, 1 RSME BROMPTON BARRACKS

Samantha.Finn@compass-group.co.uk

As we all know the last two years have been very upsetting and very stressful with this pandemic. I have 35 staff and quite a few that have had some tough times. I want them to know that I am doing everything that I can to help if they need me. I lost a dear friend of mine last year to mental health issues so this is something that means a lot to me to know that I could help those in need.



Janice Harris

RETAIL SERVICES MANAGER, MOD CORSHAM WILTSHIRE

Janice.Harris@compass-group.co.uk

I would appreciate developing skills to effectively assist with friends and colleagues facing challenges with regards to mental health. I am so pleased that awareness has been raised and that we can have the opportunity to support.



Ian Collins

REGIONAL SUPPORT MANAGER, MOBILE CHARLIE / SIERRA AND G4S

ian.collins@compass-group.co.uk

Mental health is such a life changing illness and at the moment with everything that has been happening around the world and I would like to be in a position to help wherever I could to make people's lives at work better.

Anuska Fisher

GENERAL MANAGER, GLENART CASTLE MESS

Anuska.Fisher@compass-group.co.uk

I would like to be able to support my colleagues as well as family and friends by understanding and identifying the early signs of someone struggling mentally. I want to be equipped with the knowledge of how to refer them to a professional body for further help.



Michelle Ludlow

FINANCE BUSINESS PARTNER, WALES AND WEST MIDLANDS

Michelle.Ludlow@compass-group.co.uk

I would like to be able to contribute to a positive mental health environment at work, spot the signs of someone struggling with their mental health and be able to support where I can to direct support and resources along with practical tips to enhance overall mental wellbeing.



Luke Kemp

GENERAL MANAGER, 1 RSME BROMPTON BARRACKS

Luke.Kemp@compass-group.co.uk

Becoming a mental health first aider is important to me to give me the ability and confidence to help people in need.



Kevin Lyons

CHEF MANAGER, OFFSHORE

Kevin.Lyons@compass-group.co.uk

I think it important that we can spot signs that someone may be struggling and provide the tools they need to support them. On my unit from the first day I talked about mental health. I have had a few members of my team come to me with different situations. It's becoming more at the forefront now and I believe getting people speaking can only be a good thing.

Natasha Clarke

RETAIL SENIOR SUPERVISOR, 1 RSME BROMPTON BARRACKS

Natasha.Clarke@compass-group.co.uk

Becoming a mental health first aider is important to me because I want to be able to help and understand people.



Annette Wilkinson

FACILITIES MANGE, HMS SULTAN

Annette.Wilkinson@compass-group.co.uk

I would like to aid others to get through difficult times, to ensure that the staff are not just physically capable to do their jobs, but they are coping with the work and this work is not adding overdue pressure on them. Keeping people mentally able to do their work as well as physically is productive for any company and shows the workforce we care.



Yasmin Cummins

SENIOR SUPERVISOR, 1 RSME BROMPTON BARRACKS

Yasmin.Cummins@compass-group.co.uk

Becoming a Mental Health First Aider is important to me because I want to be aware of the signs in order to help those in need.



Claire Swift

GENERAL MANAGER, CHETWYND BARRACKS, HESTIA 6 REGION 1

Claire.Swift@compass-group.co.uk

I work with an amazing team at Chetwynd Barracks and want to constantly be able to lead and support them through any situation they may face here. With this training, I can now focus on understanding mental health and what challenges that also brings to someone's working day.



David (Herbie) Herbert

AREA SUPPORT MANAGER- MIDLANDS, DWP

herbie.herbert@compass-group.co.uk

Having had a colourful work life in the military I thought my skills may help as well as giving myself a better understanding of how the other side deal with their own issues and crises.



David Chammings

GENERAL MANAGER, RAF HONINGTON REGION 3

David.Chammings@compass-group.co.uk

It's important to understand mental health and know how to talk about it. Becoming a Mental health First aider has given me the awareness on how to identify, understand and help someone who may be experiencing a mental health issues. How to recognise the warning signs of mental ill health and gaining an understanding of how to support positive wellbeing will allow me to offer support to my work force and those around me.



Jo-anna Smithson

GENERAL MANAGER, CARVER BARRACKS

Jo-Anna.Smithson@compass-group.co.uk

I want to become a Mental Health First Aider because it will help me to identify, understand and help others who are experiencing a mental illness. I feel that I am already a very good listener but with this training I hope to be able to support and to help other to recognises the importunate of looking after your own mental health.



Paul Goodfellow

ASSISTANT SOFT SERVICES MANAGER, NHSBSA HESKETH HOUSE, ESS GOVERNMENT SERVICES
paul.goodfellow@compass-group.co.uk

As a manager, I want to be able to provide the best support for all my employee's. Knowing that anyone can be affected at any time, especially during the current times. Having MHFA's on site will reassure our staff that there is someone there they can turn to.



Stuart Palmer

GENERAL MANGER, HMS COLLINGWOOD
Stuart.Palmer@compass-group.co.uk

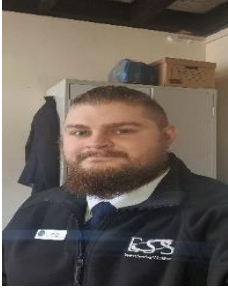
I wanted to be a mental health first aider because I believe a mental first aider is someone who takes action to raise awareness of mental health and challenge stigma. I'm here to listen and be non-judgmentally, and let people know that I can support them and get them appropriate help.



Adrian McRitchie

GROUP MANAGER, MOD WATTISHAM & MOD WOODBRIDGE, REGION 3 EAST, HESTIA 6
Adrian.Mcritchie@compass-group.co.uk

The mental wellbeing of my staff has never been so prevalent in the wake of the COVID pandemic and the First Aider qualification will not only help me recognise those in need may not only save lost working time but may actually save lives.



Jordan Izzard

ADMIN ASSISTANT, BLANDFORD CAMP, HESTIA 7 SW

jordan.izzard@compass-group.co.uk

I myself am going through issues with my own mental health and I know it was hard to start that journey. I would like to help people who are feeling low and lead them onto the right path.



Colin Cane

OPERATIONS DIRECTOR, HESTIA EAST, NORFOLK, SUFFOLK & ESSEX

colin.cane@compass-group.co.uk

These past few years I've seen an increase in general anxiety across the teams as we've had a run of significant challenges to overcome. I'm aware of the importance of good mental health on a team and I want to ensure I have the right skills to support them all.



Jo Inston

GENERAL MANAGER, ROBERTSON BARRACKS, HESTIA 6, REGION 3

joanne.inston@compass-group.co.uk

I want to become a Mental Health First Aider so I can understand and learn how to identify the signs and symptoms of poor mental health, which will then give me the knowledge and training to be able to support my team if they should ever need it.



Chris Webber

COMBINED MESS MANAGER, CHETWYND BARRACKS, HESTIA EAST REGION 1

christopher.webber@compass-group.co.uk

Having seen my father, who has no history of mental health issues, experience a series of panic attacks and anxiety episodes leading up to his retirement, I felt it was time to gain a better understanding on what people are going through on a daily basis fighting mental health issues.



Kate Hutchinson

SITE ADMINISTRATOR, HMS COLLINGWOOD

kate.hutchinson@compass-group.co.uk

As any one of us can experience mental health problems, I consider it very important to have a solid support network in place and to reduce the stigma surrounding mental health. I feel privileged to be a part of this and look forward to working positively towards a better understanding of the issues facing us all, both in the workplace and outside of it.

Catherine Ratcliffe

CSA, QUARRY HOUSE UNIT 67433, HOSPITALITY LEEDS

Becoming a Mental Health First Aider gives me the opportunity to help work colleagues and other members of the public and gain some experience with mental health.



Jess Barrett

PEOPLE BUSINESS PARTNER, H6 EAST

jessica.barrett@compass-group.co.uk

Mental health is as important as our physical health and this opportunity will help me to be better equipped and have the tools to help and support my colleagues who are struggling with. I also want to be able to encourage people to speak openly and remove that negative stigma around mental health.

Tracy Webb

HEAD CHEF, DWP QUARRY HOUSE UNIT 67433

tracyann.webb@compass-group.co.uk

I feel that there is still a lot of confusion and misunderstanding regarding mental health. Not only would it be challenging but fascinating to learn about. I think more people should be made aware of mental health and if I can help people by going on this course I would feel like I have achieved something.



Michael Keene

FGA TEAM LEAD, RUBISLAW HOUSE, ABERDEEN

As a Workplace First-Aider, I understand the importance of being able to react

quickly and having the knowledge to help those that need it. From my point of

view, physical and mental first aid are of equal importance.



Gian Luca Ruggero

FACILITIES MANAGER, BEACHLEY BARRACKS, MAINDY BARRACKS

gianluca.ruggero@compass-group.co.uk

Leaders need to care for the physical and mental wellbeing of their teams, and you cannot lead effectively if you do not understand MH and comprehend the challenges it causes to the individual and the team alike.

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Chris Minter

OPERATIONS DIRECTOR

Chris.Minter@compass-group.co.uk

I want to be able to support my team and to simply understand more on this important topic.



Rebecca Storey

SOFT FACILITIES MANAGER, RAF SCAMPTON

rebecca.storey@compass-group.co.uk

It is important that all our team feel safe and happy at work and home, and I would like to be there to help where I can.



Roma Aleksandrovic

TEAM LEADER, GOODENOUGH COLLEGE

roma.aleksanrovic@compass-group.co.uk

I want to become a Mental Health First Aider so I can recognise the difference in my team if there are any issues which can be prevented, I also think it is important so we can deal with certain situations appropriately. It will help me to acknowledge a situation prior to it occurring and understand the difference in behaviour or state of mind.



Janet Perry

GENERAL MANAGER, GOODENOUGH COLLEGE

janet.perry@compass-group.co.uk

I want to become a Mental Health First Aider to gain a better understanding of mental health, so I can help support our team and others.



Ian Collins

REGIONAL SUPPORT MANAGER

ian.collins@compass-group.co.uk

I have suffered with mental health issues in the past and know how this can have an effect on your day-to-day life and really want to be someone who can help others, so they do not have to struggle.



Jenny Holmes

ACOMMODATION SUPERVISOR, RAF SCAMPTON

Jennifer.holmes@compass-group.co.uk

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



Dermot Reid

REGIONAL GENERAL MANAGER, WALES & WEST MIDLANDS

dermot.reid@compass-group.com

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

alina.zurovaite@compass-group.co.uk

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 & REGIONAL MANAGER, MOD GARATS HAY

EAST MIDLANDS

michelle-ann.webster@compass-group.co.uk

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.



Mandy James

DEPUTY MANAGER, AWE BERKSHIRE

mandy.james@compass-group.co.uk

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, I also have had previous staff members that have suffered with this too. I have tried to help and wish I could have offered more.



Damian Scott

HOTEL AND RETAIL SERVICES – OPERATIONAL SUPPORT, HMNB CLYDE

damian.scott@compass-group.co.uk

I personally haven't ever suffered from any serious mental health issues; however, I know many people who have. I'd like to think that I was somewhat supportive to them at times but would really like to get a better understanding of how I can help and be more of a support tool for those who might be looking for someone to talk to.



Jodie Carter

GREGG'S SUPERVISOR, BROMPTON BARRACKS

It is important to me to be able to have a better understanding of mental health in order to be more supportive and understanding towards my team members. To be able to recognize signs that someone may not be feeling themselves and to be able to offer help straight away.



Scott Chisholm

CATERING MANAGER, CLYDE, SCOTLAND

scott.chisholm@compass-group.co.uk

Having struggled with my own mental health issues I understand how important it is to undertake those first steps to talk to someone and ask for support. If I can help be part of the positive process that helps any individual find a route to help then that's why I would like to become a mental health first aider.



Alicia Owens

CLEANING MANAGER, GIBRALTAR BARRACKS, SOUTH EAST

alicia.owens@compass-group.co.uk

I want to be able to understand how to help and sign post others in the right direction when they need support



Allison Dixon

MOD GARATS HAY, LEICESTERSHIRE

allison.dixon@compass-group.co.uk

have always enjoyed supporting the site team and having recently completed a Level 2 Counselling Skills, the MHFA course will allow me to develop and improve on these new skills. I am looking forward to guiding and helping any team members who would like to talk in confidence.



Lesley Mason

RETAIL MANAGER, DEFENCE ACADEMY, SHRIVENHAM

lesley.mason@compass-group.co.uk

I believe the wellbeing of my colleagues is very important to me, I feel that I have good listening skills as I am often approached by colleagues that want a listening ear. I have applied for the MHFA as I feel I could be that person that could be there for anyone and make a difference, whilst understanding.



Paul Maddox

GENERAL MANAGER, MOD LYNEHAM

jennifer.mcgroarty@compass-group.co.uk

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. I have been working with a colleague who is suffering with depression.



Mimi Lau

SUPERVISOR, CHASE FARM MENTAL HEALTH HOSPITAL

Mimi.lau@compass-group.co.uk

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



Rebecca McEvoy Stevenson

RETAIL MANAGER, WHISTON HOSPITAL

rebecca.gregory@compass-group.co.uk

I have multiple members of staff whom I have helped over the last couple of years and 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!



Gillian Tyldsley

GENERAL MANAGER, ST JAMES HOSPITAL, LEEDS

Gillian.tyldsley@compass-group.co.uk

I have 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 issues and make it a subject no one is embarrassed or ashamed to talk about openly.



Sharon Willis

GROUP MANAGER, POLICE CONTRACTS

Sharon.willis@compass-group.co.uk

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

Faye.jay@compassgroup.co.uk

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. Currently have no one MHFA trained at site, my learning will help and support the wider management team.



Sarah Tott

RESOURCING PARTNER

Sarah.tott@compass-group.co.uk

Becoming a mental health first aider is important to me for multiple reasons, mainly because I want our colleagues to know they are supported and have somewhere to turn if they need it and I want to be part of change in the reduction of stigma.



Jennie Moseley

CATERING MANAGER, DMS WHITTINGTON

Jennie.Moseley@compass-group.co.uk

Because the difference one conversation can make is huge. I have seen how poor mental health can affect family members and colleagues and its not always obvious. I care about people, and learning to pick up on signs, lend an ear or even offer advice really appeals to me not only as a person but as a manager responsible for my team and beyond.



Linda Meason

SENIOR PATIENT SERVICES MANAGER, SHERWOOD PFI

Linda.meason@compass-group.co.uk

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

Danielle Squire

SUPERVISOR, TRENCHARD LINES

rebecca.gregory@compass-group.co.uk

I am keen to support all staff members and a further understanding of mental health is key to this 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. I have been working with a colleague who is suffering with depression.

WHAT IS THE ROLE OF THE MENTAL HEALTH FIRST AIDER?

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

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!



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 [HERE](#) to remind yourself 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.

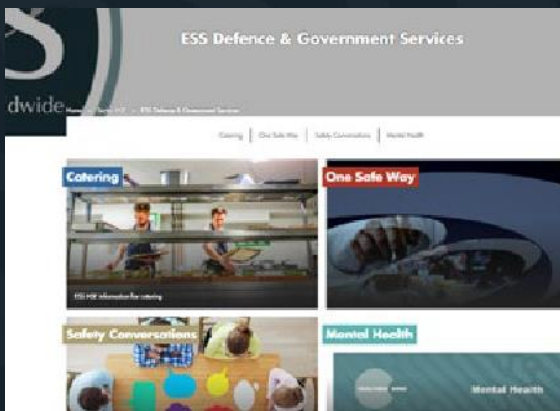
Get in touch with Harjeet by scanning the QR code



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 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'...



MINDFUL MOMENTS

Have you seen this month's Mindful Moment Toolbox Talk? 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.



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.



EVAN TALKS

Senior HSE Manager, **Evan Judge**, launched his own podcast, Evan Talks, in 2019.

If you would like to hear more about Evan's own journey with mental health or listen to other stories of real people working through their own journeys, visit the podcast website [HERE](#) or search Evan Talks on your preferred podcast provider platform.



WELLNESS NEWSLETTER

You can also sign up for our Wellness Newsletter where you will find all the overall wellbeing initiatives the Wellness Team are promoting each month and links to our live webinar and surgery. If you would like direct access into your email inbox, sign up by emailing: ess.wellness@compass-group.co.uk



WELLNESS WEBINAR

Join us for our monthly Wellness Webinar on the **first Wednesday of every month** or view it later on our 'WeAreESS' YouTube channel [HERE](#).



WELLNESS INSTAGRAM Q&A

Don't forget, on the **third Wednesday of each month** log onto Instagram and pop an anonymous question in the box on our stories! Just head over to '@WeAreESS'.



If you don't have access to Instagram, you can send in your question to:

ess.wellness@compass-group.co.uk

