

# Strategies to promote wellbeing



E Parham | 3.2 | Mental Health First Aid

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## **In this presentation, we will cover:**

- **Strategies to promote wellbeing**
- **Barriers to accessing mental health support and how to reduce them**
- **Why it's important to promote mentally healthy workplaces**
- **Further reading: where to find information, resources and support for mentally healthy environments**



# Personal well-being strategy

## Personal life

- Adopt a plan for your well-being - this may follow the NHS 5 steps including fresh air, giving back, mindfulness, developing hobbies and connect with people that make you feel good
- You may set up a Wellness Recovery Action Plan (WRAP) for if you suffer mental ill health
- Learn and develop coping strategies
- Identify resources
- Plan to achieve attitude and behavioural changes

## Work life

- Consider which places are compatible with your needs as an individual and where you are supported
- Does the organisation have a mental health plan, what work/life balance do you need
- Consult the employee handbook



# Organisational well-being strategy: wellness action plans

Establish a **wellness action plan**

**AIM:** Promote wellbeing, mitigate the risks of mental health crisis and reduce barriers to support.

**HOW:** Mental health plan at work

- Increase mental health awareness
- De-stigmatise mental ill health with open wellbeing conversations
- Inform about the mental ill health support available
- Ensure good working conditions
- Promote effective people management





# Organisational well-being strategy: wellness action plans

The well-being pyramid (right): Shows the foundations needed for employee engagement.

Leadership, processes and policy must lead by example and knowledge of the plan permeate throughout the culture.





# Successful wellness action plans

- **Involve everyone:** Employers, line managers and individuals all play a part in looking after mental health
- **Communicate:** What it is, What info is available, Who leads or works on it, Training options
- **Monitor and review** the plans - are they working? What can be improved?
- **Build on existing policies** - Stress audits can become regular part of Health and Safety, monitor employee mental health and wellbeing.
- Add to the **company handbook**
- **Consult** the employees on work/life balance-wise, how they like to work



# Environment

Whether at home or work, consider your environment for optimal mental health.

Include

- Clutter-free
- Natural elements
- Suitable office shared spaces
- Manageable noise levels / quiet areas
- Clear desk at work



# Reducing barriers to accessing mental health support

## BARRIER

## STRATEGIC ACTIONS

Fear of ignorance or prejudice of discrimination whether from expectation or prior experience.

- Training, conversations, mental health buddies, resources.

Worry about financial security

- Each employee needs a plan for if they have a mental health emergency.
- Information about financial support plans and affordable alternatives.
- A workplace that doesn't make people fear for their jobs and income.

Lack of support or knowledge

- Signposting, resources, drop-ins, talking therapies, understanding and empathy, conversations about wellness, walking well partners, wellbeing groups.

Taboo

- Mental health advocate in the workplace. Having an official rep helps break down taboo.

# Why is it important to promote a mentally healthy workplace environment?





# It's important to promote a mentally healthy workplace environment because...

**Productivity is at its highest** when people feel good in their work and at their work. Stress can lead to certain behaviours that impact negatively on work for the individual, the organisation and the economy.

- **Presenteeism:** when people who really need to be home because of sickness or because it's out of hours, stay at work feeling the pressure to be visible. Their work may not be productive or of high quality. Mental ill health is less visible, and so can lead to more people at work than if they had a physical illness.
- **Leaveism:** where people feel the need to take time off to get work done because their office time is not productive, perhaps with too many interruptions or a stressful environment.

Organisations should take a proactive approach and prepare wellbeing plans as part of the corporate policy and culture.

This requires the individual, the manager, the organisation to all take on their part.

# It's important to promote a mentally healthy workplace environment because...

## THE EMPLOYEE BENEFITS

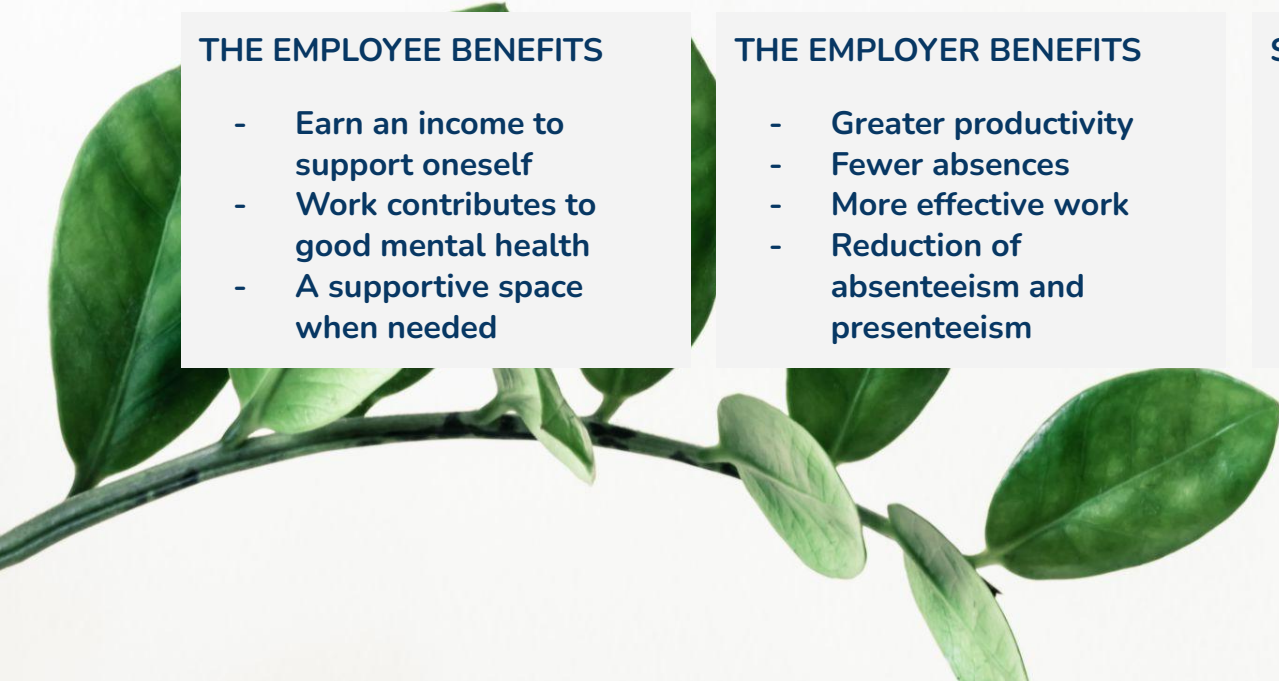
- Earn an income to support oneself
- Work contributes to good mental health
- A supportive space when needed

## THE EMPLOYER BENEFITS

- Greater productivity
- Fewer absences
- More effective work
- Reduction of absenteeism and presenteeism

## SOCIETY BENEFITS

- A healthier workforce is good for the economy
- Proactive, preventative health care saves the health service costs





# Resources and support for mentally healthy environments

Thriving at work The Stevenson / Farmer review of mental health and employers

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/658145/thriving-at-work-stevenson-farmer-review.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/658145/thriving-at-work-stevenson-farmer-review.pdf)

MIND How to promote wellbeing and tackle the causes of work-related mental health problems

[https://www.mind.org.uk/media-a/4662/resource3\\_howtopromotewellbeingfinal.pdf](https://www.mind.org.uk/media-a/4662/resource3_howtopromotewellbeingfinal.pdf)

MIND How to implement the thriving at work mental health standards

<https://www.mind.org.uk/media-a/4659/how-to-implement-the-thriving-at-work-mental-health-standards-final-guide-online.pdf>

NHS Create a WRAP <https://webstore.cwp.nhs.uk/publications/WRAP.pdf>

Maximus Support for workers with mental ill health <https://atw.maximusuk.co.uk>

NHS 5 steps <https://www.nhs.uk/mental-health/self-help/guides-tools-and-activities/five-steps-to-mental-wellbeing/>