Mind in Enfield and Barnet

WORKPLACE WELLBEING
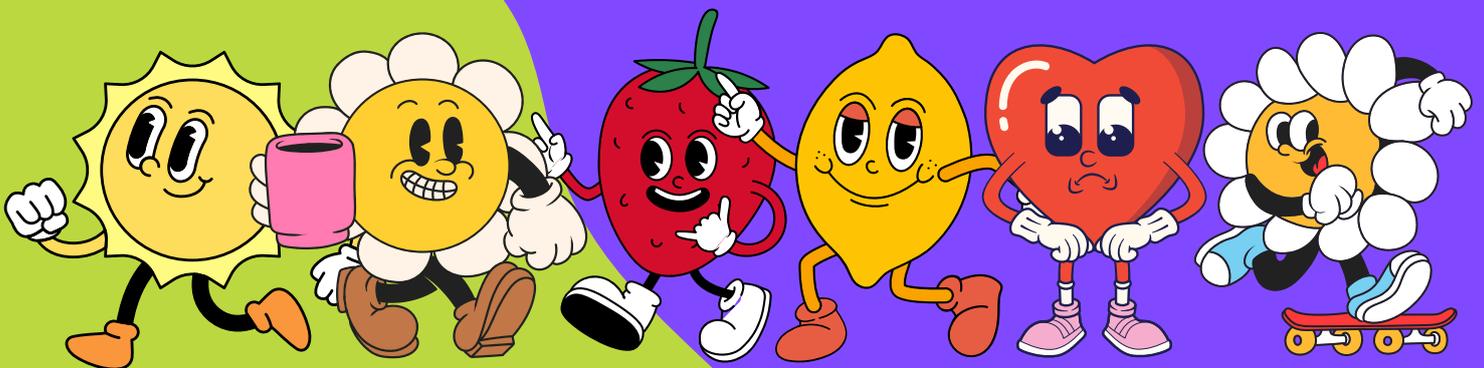
**World Mental Health Day
Information Pack**

1 in 6 workers is dealing with a mental health problem such as anxiety, depression or stress.

This can stop people from performing at their best.

Reduced productivity costs UK businesses up to £15.1 billion a year.

Stress and other mental health problems are the second biggest cause of work absence, accounting for 70 million lost working days every year.

the cost of not acting

Staff turnover due to employees leaving their jobs because of mental health problems costs £2.4 billion each year.

Stress and mental health problems can lead to costly and time-consuming work conflict that takes time to be resolved.
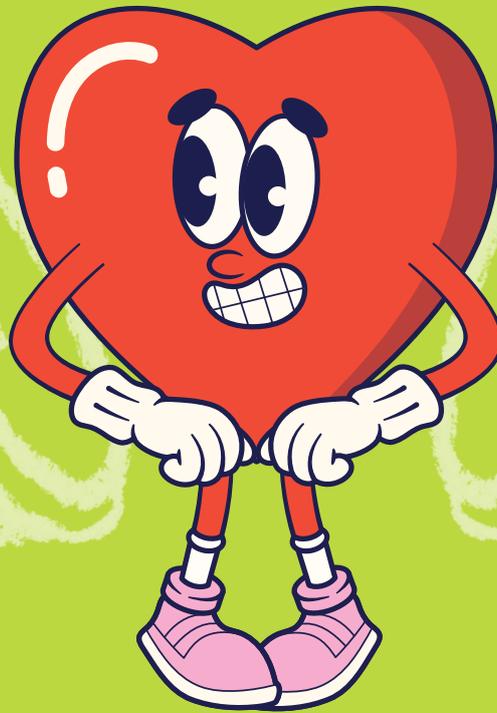
potential triggers of poor wellbeing

long hours and no breaks

unmanageable workloads or lack of control over work

high-risk roles

poor work environment

high-pressure environments

poor managerial support

job insecurity or management changes

unrealistic expectations or deadlines

Creating Mentally Healthy Workplaces

01 Promote wellbeing

A workplace culture where employees feel able to voice their ideas and are listened to, both about how they do their job and in broader decision-making about the organisation's direction of travel, is a key driver of employee engagement and wellbeing.

- Encouraging a good work/life balance
- Developing good communication
- Supporting flexible working practices
- Promoting positive working relationships and social activities

Tackle the Causes! 02

Regular supervisions or one-to-one meetings are crucial to build trust and give employees a chance to raise issues at an early stage. Providing mentoring or on the-job coaching also helps to develop this relationship.

Carrying out an assessment of your workplace can give a clear picture of the state of the organisation as a whole.

This enables you to understand what factors affect staff mental health in your workplace and what needs to be done to make improvements.
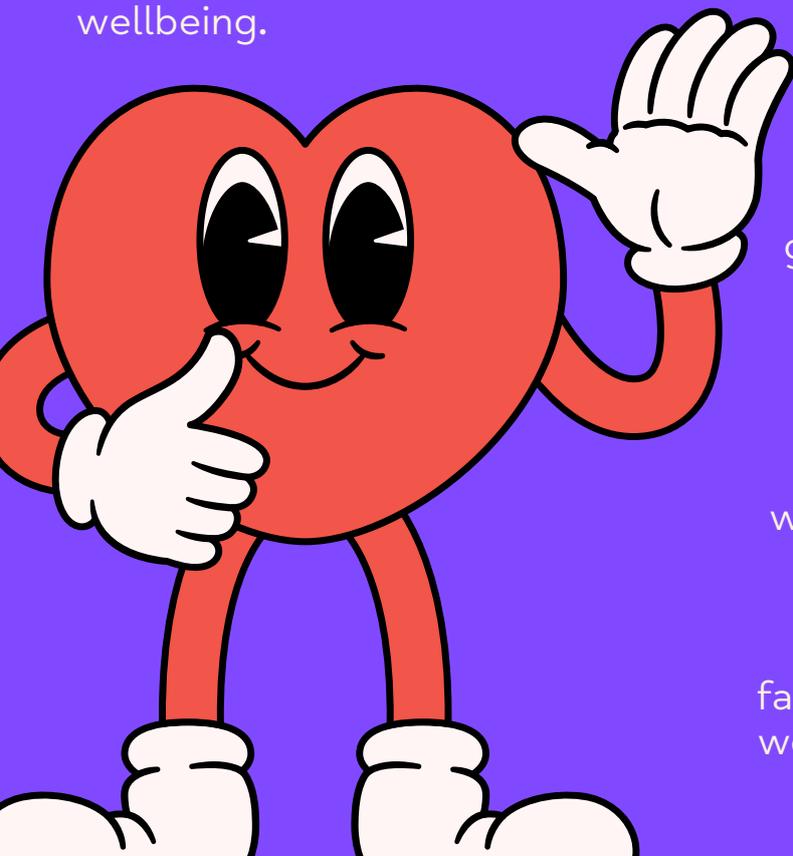
Creating Mentally Healthy Workplaces

03 Support Staff

If mental health problems are suspected or disclosed, the first step is to establish honest, open communication with the employee, and this should be maintained if people take time off for sickness absence.

How you respond to an employee experiencing a mental health problem is a fundamental test of your organisation's values.
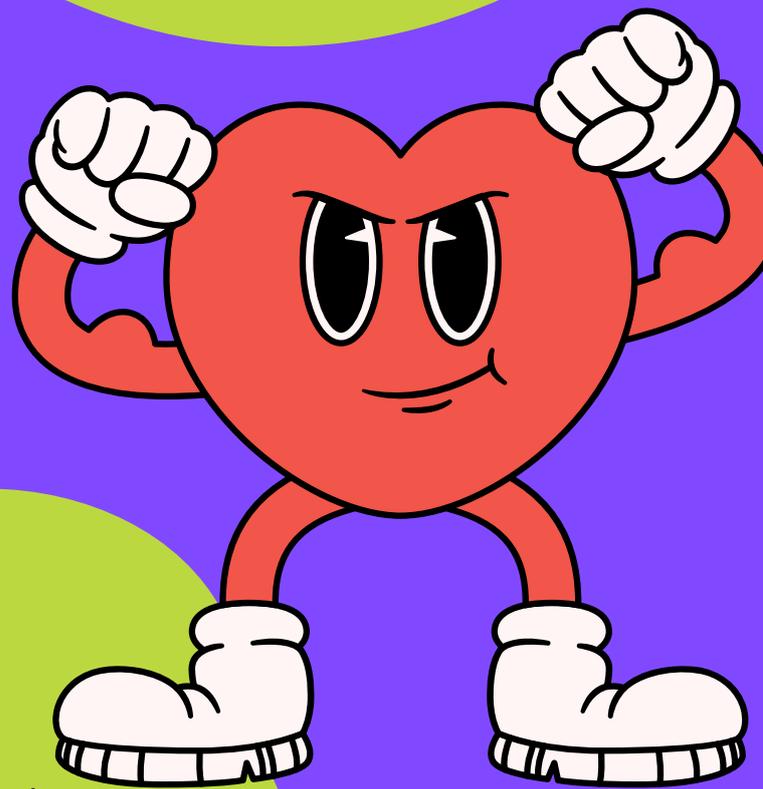
a Clear policies on workplace adjustments and phased returns to work are crucial for reducing the length of mental health related sickness absence.

b People being redeployed need to be supported through the process and properly inducted into their new role. Redundancy polices should consider mental health aftercare for staff and signposting to appropriate services.

c Employee Assistance Programmes (EAPs), occupational health or psychological therapies can also contribute to a comprehensive support package for staff. Small businesses can access the free Health for Work Adviceline service provided by NHS occupational health services.

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01 Sanctuary Enfield

Free out of hours short-term mental health crisis management and prevention support.

02 Therapy Services

One to one counselling for 8 weeks via Community Talking Therapies for those with low to moderate mental health problems.

03 DOVE Private Counselling

Private fee paying therapy service for longer term support.

How can we help?

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04 Wellbeing Courses & Workshops

Free courses and workshops for residents of Enfield and Barnet on therapeutic (including Anger Management, and Mindfulness), and wellbeing topics (including art, healthy eating and gardening).
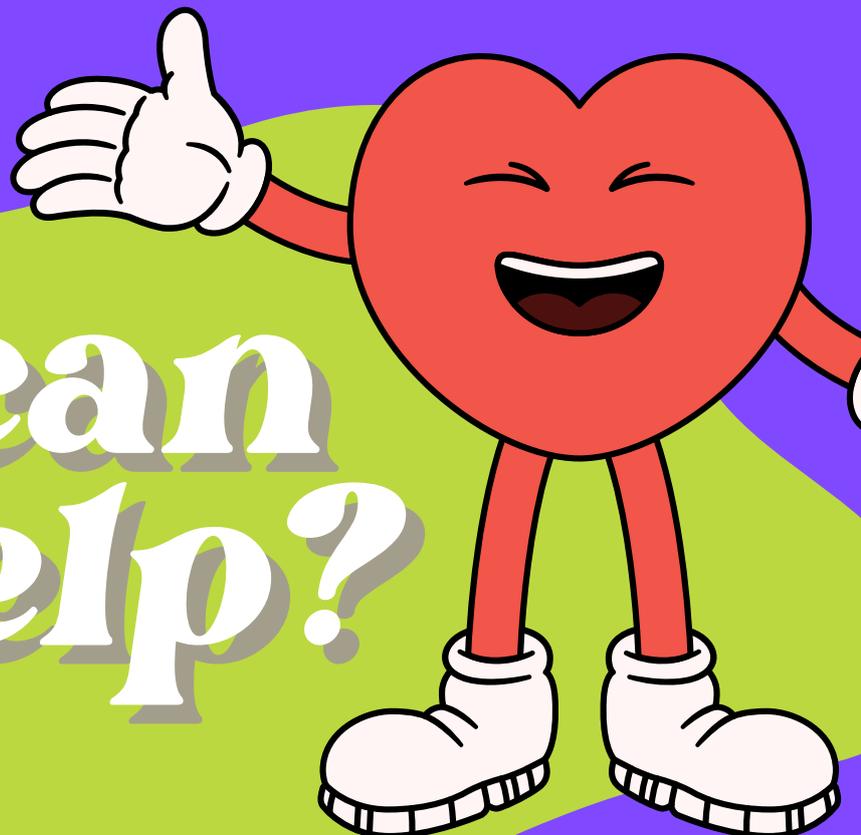
05 Enfield Wellbeing Network

Free one-to-one support service for Enfield residents to develop strategies for wellbeing and facilitating positive mental health.

06 Organisational Workshops

Mental health awareness workshops and mental health in the workplace sessions for managers and staff

How can we help?

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Website
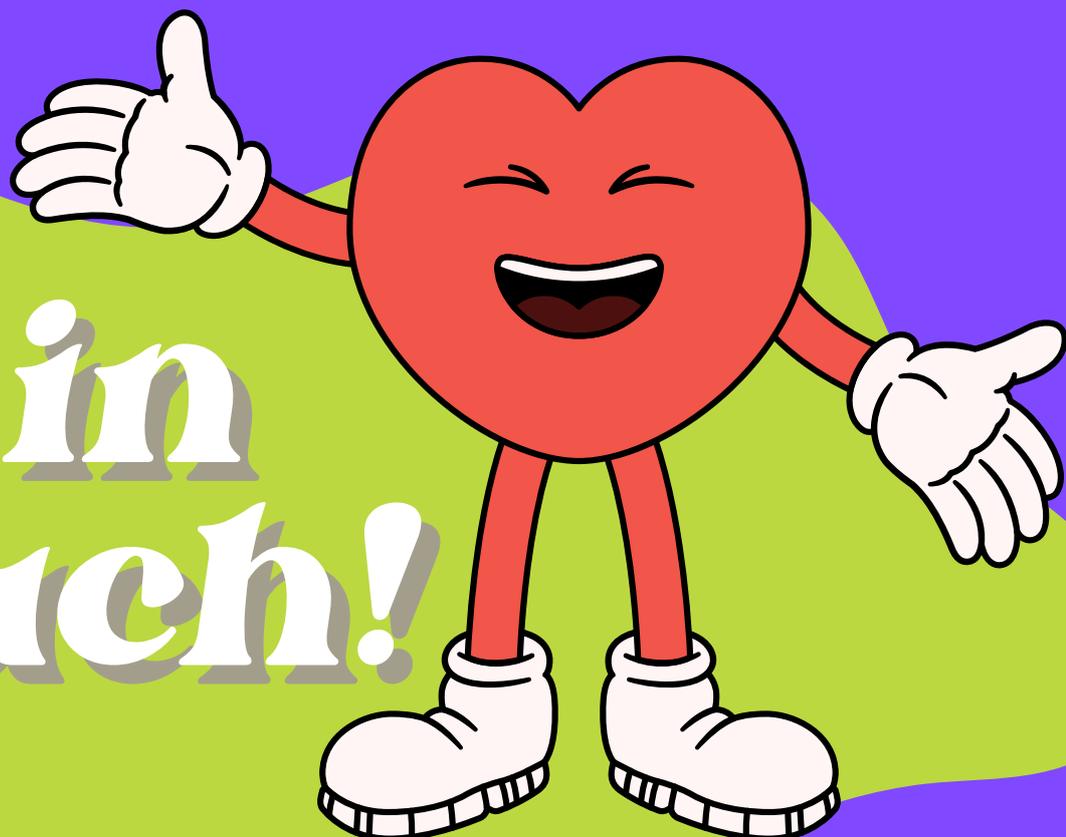www.mindeb.org.uk

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Get in touch!