

**Supporting Mentally Healthy Workplaces:**

**National Learning Network**

**2nd October 2023 Summary**

Thank you for your interest in the Supporting a Mentally Healthy Workplace: National Learning Network. The following is a list of resources shared by participants at the latest session plus some suggestions for things that have worked well in supporting the mental health of employees.

At national level, the following package of resources has been developed to support employers to promote a mentally healthy workplace. These are free to access for all employers across all sectors.

* The **Supporting a Mentally Healthy Workplace** digital platform for employers signposts to a wide range of resources, information and guidance geared to support workplace mental health: <https://www.healthyworkinglives.scot/mentalhealth>
* See Me has a range of resources including the **See Me in Work** **Portal**, to help create mentally healthy workplaces, free from stigma and discrimination:
  + <https://www.seemescotland.org/workplace>
  + [https://www.seemescotland.org/workplace/see-me-in-work](https://protect-eu.mimecast.com/s/exC4CB6XJcKNAnC6qaDQ?domain=seemescotland.org)
  + Upcoming See Me webinars and masterclasses: <https://www.eventbrite.co.uk/o/see-me-23404577188>
* Public Health Scotlandhas **Mentally Healthy Workplace Training** for line managers – members can get more information by contacting [annette.bell@phs.scot](mailto:annette.bell@phs.scot)

**Resources discussed and shared**

*Please note that unless stated otherwise, Scottish Government, See Me and Public Health Scotland do not assume any liability or responsibility for the content of the following resources.*

**Business in the Community** Workwell Self-Assessment Tool - <https://www.bitc.org.uk/workwell-self-assessment-tool/>

**NHS Lanarkshire** Business Support Team. FREE Business Support October Newsletter [https://mailchi.mp/ad2492e75b5c/hwl-oct23-13667710](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmailchi.mp%2Fad2492e75b5c%2Fhwl-oct23-13667710&data=05%7C01%7CMary.McGibbon%40lanarkshire.scot.nhs.uk%7Cf7922f28c65844436fac08dbc00f335d%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638314943734780070%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=pPIz4jrXrwU9qtx8NKaQu2NP0o9NcIE%2Bsjnj9i%2BiQvM%3D&reserved=0)

**NHS Forth Valley** Healthy Working Lives update - <https://sway.office.com/dkmGJMDTAIccGGqm?ref=Link>

**Independent Living Fund Scotland** welcome the opportunity to connect with anyone who has remit to support staff mental wellbeing and health. <https://ilf.scot/>

**Access to Work Able Futures** - working to offer virtual appointments - up to 9 months support <https://able-futures.co.uk/individuals>

**MIND** wellbeing action plan to get a conversation on mental health going - tool on MIND website <https://www.mind.org.uk/>

**Working Health Services Scotland** - <https://www.nhsinform.scot/scotlands-service-directory/health-and-wellbeing-services/10113%201glc1116>

**CIPD** tool on neurodiversity for managers - <https://www.cipd.org/uk/knowledge/guides/neurodiversity-work/>

**Who5** Wellbeing screening tool - <https://www.mymentalhealth.guide/get-tested/well-being-test-who-5>

**The Better Health Generation** - <https://thebetterhealthgeneration.co.uk/>

**National Wellbeing Hub** - <https://wellbeinghub.scot/resource/tips-for-getting-started-with-peer-support-in-your-organisation/>

**National Education Scotland** have a good bereavement resource pack. - <https://www.sad.scot.nhs.uk/>

**TURAS bereavement resources** - [Death, Dying and Bereavement | Turas | Learn (nhs.scot)](https://learn.nes.nhs.scot/1666/death-dying-and-bereavement)

**CRUSE Scotland** are providing support to any employer/workforces who have experienced bereavement as a result of a workforce member dying by suicide - <https://www.crusescotland.org.uk/>

**Good Life, Good Death, Good Grief** resource is specifically designed to support employers, managers and colleagues create a more 'bereavement-friendly' workplace: <https://www.goodlifedeathgrief.org.uk/content/workplace_home/>

Employers can earn the 'Bereavement Charter Mark' to show they are working towards becoming more supportive of bereaved employees: <https://www.goodlifedeathgrief.org.uk/content/bereavement_charter_mark/>

**Andy’s Man Club** - <https://andysmanclub.co.uk/>

**Contact details**

The following members have shared their contact details, and are happy for Network members to get in touch with them.

**Public Health Scotland** Mentally Healthy Workplace Training for line managers – members can get more information by contacting [annette.bell@phs.scot](mailto:annette.bell@phs.scot)

**South, East or North Ayrshire** - Anyone from these areas who is keen to take work forward to support staff mental health, health and wellbeing can contact [Laura.Craig7@aapct.scot.nhs.uk](mailto:Laura.Craig7@aapct.scot.nhs.uk)

**Sharing Ideas**

Network members shared their experiences and ideas for ways to support mental health and wellbeing in the workplace:

**Events and activities**

* We're running some face to face roadshows to encourage uptake on our wellbeing initiatives and including physical wellbeing health checks to raise awareness among staff and encourage self-improvement
* We conduct an annual Health Bus tour to attend over 30 Construction Projects all over the UK and have an occupational nurse on the bus and this year we also had Lighthouse Charity attending the sites with us.
* We are a small charity and organise quarterly team buildings days and regular wellbeing activities for staff.  We also offer hybrid working and weekly face to face sessions
* We held information sessions about how managers can support their staff leading up to and following a bereavement and they were our strongest attended sessions - how good is that?  Lots of very practical tips that possibly will never be explicit in a policy.

**Talking and listening**

* We hold Coffee, Cake & Conversation events across our hospital site that offer staff a cuppa, a cake or price of fruit and a chance to touch base with mental health support and wellbeing team.
* We like to do tea at 3 in our workplace. A wee break in the day for everyone to come together for a biscuit, cuppy and a chat
* NHS Grampian using ‘spaces for listening ‘ sessions more and more .. facilitated, confidential sessions where you listen to others & they listen to you ..powerful

**Helping each other**

* We have 2 staff food pantries being piloted in our main Acute hospital sites to support staff who are struggling with food provision.
* Potential for developing buddy system to support different employer sizes

**Getting active**

* We have changed 1 meeting a month, to a walking meeting and we all meet up and walk for an hour
* We have organised short lunchtime walks, at least one of our Mental Health First Aiders accompanies the group. It’s been great to see who comes along, we have had 3 – 35 people turn up. Great for getting some steps in too.
* Yeah, we also do the step count challenge, this gets colleagues moving too

**Ways of working**

* We are a local based HA and following going back into the office we introduced a very flexible approach for staff.  Staff work 3 days in the office, 2 days at home and flexible what days they want to work in the office.  They can also clock out/in during work day for appointments or school pick-ups etc.  It reduces staff having to take 1/2 or full days annual leave for these things.  Seems to be working well so far and still delivering services to our tenants.
* We're a small charity who offer our employees 2 well-being days per year. We offer hybrid working and ensure we all come together for team building days, this works really well.
* We have implemented Team Charters so that individual teams can co-design a way of working that works for them. Also ensures we don't have a two-tier workforce for those roles that can't be performed remotely by encouraging non-frontline teams to think about office visibility in their Charters.
* Fixed One day a week ‘mandatory ‘days in office works well for a team to come together

**Key takeaways**

Participants provided feedback on the key takeaways from the event were for them – here are a few of the comments from members:

* There are many resources out there, and we can do a bit at a time for staff wellbeing
* Resources, ideas and opportunity to network.
* We are all facing similar challenges you are not alone on it!
* Breaking down barriers is a universal issue for all areas, not just in remote and rural areas.
* How overwhelming the whole topic is and how different the impact is to smaller teams than those larger organisations with greater resources
* Early intervention / importance of physical and mental wellbeing supports.
* Just being able to listen to others viewpoints and to try and make policies live and breathe
* Culture eats policy for breakfast. It is so important to make sure we are making the necessary culture change and not doing just tick box wellbeing activities
* Keep talking - Keep listening
* Small wins, walking meetings, biscuit quiz, small fun moment of interactions are vital for building connection and resilience
* For me felt the point about making sure it was human, organic and most importantly involved people in the decision making.
* A real desire to help, support and share - at all levels.  A demonstration of human connection to help each other.