

Welcome to the

EMBEDDING
MENTAL HEALTH
BEST PRACTICE
WEBINARS



**Enabling and supporting line managers and leaders to
champion mental health initiatives: Now and in the
post-COVID-19 working environment**

Friday 19th June 11.00 - 11.50am



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Mental Health & COVID-19 Re-Evaluating Mental Health Support in the Workplace

Susan Gee

Group Occupational Health & Wellbeing Manager

MSc, MA, BSc(Hons), SCPHN (OH), RN

Yorkshire Water

What Occupational Health currently have in place.

Management Referral/Self Referrals

Currently, we are seeing an increase in self-referrals.

Counselling

Appointments are not face to face at present; however, all our counsellors are set up to do telephone, skype or facetime etc.

EAP - 24 Hour Helpline

The EAP (Employee Assistance Programme) is a helpline there for employees, contractors and their families. You can access counselling 24/7, legal advice, financial advice etc., in the strictest confidence. There is also a website where information and fact sheets, on a variety of subjects and issues, can be downloaded.

A - Z of Mental Health

This is a complete A-Z guide covering everything related to Mental Health. There is also a website, telephone numbers, fact sheets & video clips.

Team stress risk assessments

Mandatory.

What Occupational Health currently have in place.



Big White Wall - BWW

BWW is like an online community where you remain totally anonymous. It is manned 24/7 by professional counsellors who are there to help and make sure everyone remains safe online. There are a variety of groups to join within it, online assessments, training courses and a library of information to access.

Mental Health Support Group - MHSG

The MHSG has been running for several years. The group is made up of around 30 employees from different areas of the business. They are members of MHSG because of their passion for mental health. They are a fantastic support network and have done great work over the last couple of years. They are all Mental Health First Aiders but have had additional training.

Mental Health Awareness sessions

The MH awareness session is around 3.5 hours and would not be a replacement for the 2 day Mental Health First Aid course, but just as an interim for now.

Parental Support Group

Help with managing childcare and trying to work.

Healthy you app

What Occupational Health have coming soon

➤ Resilience online

➤ Resilience training for all

Resilience training will be delivered across the business and we are developing a 5 year plan to achieve this.

➤ Audio Relaxation Session

This will be around 20 minutes long to help people recognise what's happening to the muscles in their body and how to relax.

➤ Further support around domestic violence

Some training is being developed to help managers support colleagues who are experiencing domestic violence.



Peter Cronin

Managing Director & Owner,
We Are Acuity





We Are Acuity. A Creative Marketing Agency.

**Enabling & supporting Line Managers
& Leaders to champion Mental Health initiatives:**

Now & in the post-COVID-19 working environment.

19th June 2020

How can a...

Twenty-year-old SME.

25+ strong team.

Organic growth.

And a 'Can do' attitude.

introduce

Mental Health to our Agenda.

So we introduced...

**3 Mental Health Champions,
Employee Assistance Programme (EAP)
& Mental Health Policy.**

BUT we needed to do more.

We found that we needed to...

Understand everyone is different.

Strengthen purpose and culture.

Make supporting each other normal.

Enable recognition and praise.

Improve communication.

Profiling to improve understanding of our different needs.

We used DISC profiling for individuals and our teams and shared results. Avoided a 'one size fits all' approach.

During COVID-19 this has meant we are all more self-aware and aware of the needs of others.

Together build a Purpose, Culture and Values. Created Alignment.

Trust, Care & Respect are our values. And we have a clear Purpose too. Created assets and built these into our everyday. Developed into shared Healthy Eating, Lunch Walks, Gym Group, Mindfulness, Charity Work and many other things.

During COVID-19 this has meant we feel like a stronger team. #acuityspirit

Restructure to be more supportive.

Small collaborative PODS. Clear JDs. Chapters for Roles. Repeatable processes. More flexibility. Outcomes not hours. Technology allows easy home working. Cloud based Microsoft 365, Teams, Streamtime, CitrusHR, Ziflow, XERO.

During COVID-19 this has meant we were able to switch to WFH easily and very effectively support each other.

Make feedback easier.

Simple Colleague & Client Feedback paths. Initiatives like Compass Meetings and After Action Reports.

Daily 'How are you?' focus, Monthly Above & Beyond Rewards, Quarterly Self-Assessment & Profit Share.

During COVID-19 there's been an openness about sharing how we feel with each other. Working or furloughed.

Make communication better

Agile and informal, harness technology, user-generated, social, inclusive and relevant. Having a Monthly Townhall.

Microsoft Teams channels (Wellbeing, Fail wall, Feedback, Insights), OfficeVibe for team engagement & Surveys

During COVID-19 this has meant the team are informed on how the business is doing and feel part of things.

Creative intended for a global or national audience can often feel too remote to a local audience. That's where we come in.

Our expertise is shaping your brand creative, its assets and its messages so it connects with local audiences with the same power, but a tailored focus and increased relevance. We've been doing it successfully for over two decades.

And if you're a smaller business wanting the same level of expertise, marketing precision and service, then we can also help.

Give Peter a call today on 07867523593 or email peter@weareacuity.com to arrange a free 30-minute consultation.

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