

# TOTAL TOPICS



TOPIC OF THE MONTH

## Mental Health



### Mental Health and The Workplace

#### Mental Health What is it?

Mental health encompasses our emotional, psychological, and social well-being. It influences how we think, feel, and act, and plays a crucial role in how we handle stress, relate to others, and make decisions. Good mental health is essential at every stage of life, from childhood through adulthood.



#### Mental Health and The Workplace

Mental health problems are very common and can affect any of us at any point in our lives. It is important to remember that **people with mental health problems can and do recover**, but their conditions may fluctuate. Furthermore, some people who develop mental health problems (particularly young people) may not realise that this is what is happening to them.

Because mental health problems are common, some people may need to work while experiencing symptoms, and learn how to manage those symptoms in the workplace. As a result, some individuals may find it difficult to manage the social world of work.

#### Questions to consider

Research what mental health training is available to help inform managers and supervisors in your organisation to help them more accurately recognise potential signs of mental health issues?

Consider that a team member has recently returned to work following a short absence for mental health illness, they work in a practical environment. How would you advise on their phased return to work and any specific supervision they might require?

This issue focuses mental health. The NHS report that just **over 1 million adults received support for mental health** related issues. The purpose of this issue is to raise awareness with those who supervise others at work.

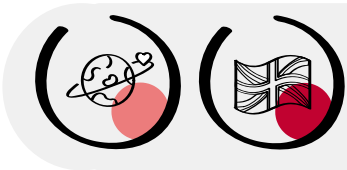
**One in four adults' experiences at least one diagnosable mental health problem** in any given year. People in all walks of life can be affected and at any point in their lives. Mental health problems represent the largest single cause of disability in the UK.

Of all disabled groups, those with mental health problems are the least likely to be employed. The main barrier is the unwarranted **stigma attached to mental illness** in our society. In fact, people with mental health problems are more at risk from others than they are a risk to other people.

#### Top 5 Tips for Mental Wellbeing

- Communicate
- Make Life better for others
- Feed your creative side
- Balance your diet and maintain a healthy lifestyle
- Keep active

**Burnout - Mental Health UK**



British values play a significant role in promoting mental health by creating supportive and inclusive environments:.

**Democracy:** Encourages participation in decision-making, which can empower individuals and improve their mental well-being.

**Rule of Law:** Provides a framework for protecting individuals' rights, contributing to a sense of security and stability.

**Individual Liberty:** Supports personal autonomy and freedom, which are essential for mental health.

**Mutual Respect:** Fosters a culture of kindness and understanding, reducing stigma and promoting mental health.

**Tolerance:** Promotes acceptance and inclusivity, helping individuals feel valued and supported. For example, the higher rates of self-harm and suicide among the LGBTQ+ community underscore the importance of tolerance and support

**To Find Out:** What does Article 5 of the Human Rights Act say with regards to deprivation of individual liberty?



Mental health is a vital component of overall health and wellbeing. It affects how we think, feel and act and plays a significant role in our ability to cope with stress, build relationships and make healthy choices.

### Did You Know - BPD

We are committed to making learning in the workplace inclusive and accessible to all.

Everyone should be treated with respect and dignity particularly where they have been identified with a mental health illness.

**Borderline Personality Disorder** is where individuals become worried that they have been abandoned by those around them, find it difficult to keep stable relationships, may do self-harm or have suicidal feelings.

Many suffers don't feel they can tell anyone partly because it labels them, and they have a 'why me' attitude

### Question to consider

A new employee has been identified with BPD and has confided in you as a trusted work colleague. You have never heard of this condition but have concerns for your colleague. You were told this in complete confidence. What path should you take?

Check out internet searches to learn more about the condition and in particular source any support material or advice centres that may be helpful to share with your colleague