



**Mental Health
Awareness Week 2019**

Mental Health Awareness Week

13-19 May 2019

This Mental Health Awareness Week we want you to join us in improving workplace mental health.

Mental Health Awareness week is an annual campaign which gives us the opportunity to bring awareness to the challenges of addressing mental health, as well as the actions that we can take to improve it.

This Mental Health Awareness Week, Mates in Mind wants to support you to promote positive mental health across your workforce by addressing the **3Ts**:

- How you **think** about mental health
- How you **talk** about mental health
- How you **tackle** mental health.

Our 2019 Resource pack is designed to support you and your organisation. It provides you with **the ideas and resources** needed to participate in Mental Health Awareness Week and to more widely address mental health within your workplace.

This resource pack includes...

- Suggestions of how you can get involved with Mental Health Awareness Week
- Our 3Ts approach to addressing mental health
- A 3Ts awareness activities timetable
- Factsheets about mental health and confidential support services
- Resources to start the conversation about mental health
- A managers' checklist.



How can you get involved with Mental Health Awareness Week?

1. Use our **3Ts Awareness activity template** and supporting resources

Our activity template, toolbox talks, and other resources can be used to promote the awareness week and help your workplace to start addressing mental health

2. Organising a **breakfast briefing or tea break event** to raise awareness about the topic

Events during morning briefings or tea breaks can be a good way not only to raise awareness, but also to encourage conversations across your workforce. Plus, a tasty treat never goes amiss...

3. Organise a **walk** in your local community to bring attention to the conversation about mental health

A publicised activity such as a walk is an excellent way to raise awareness for Mental Health Awareness Week. You can also promote your event on social media in order to raise its profile and maybe even increase participation.

4. Encourage your apprentices to take part in our **Apprentice's Mental Health survey**

At the end of May we are closing the Apprentices' Mental Health survey we launched in March. You can help us by: Emailing this link to you apprentices or sharing it on your company website / intranet / social media: www.surveymonkey.co.uk/r/matesinmind-apprentices

5. Fundraise for us

If you would like to fundraise for Mates in Mind during Mental Health Awareness Week, please let us know what you are doing to show us your support and contact support@matesinmind.org

6. Wear our new **Mates in Mind badge**

You can also raise awareness about Mental Health Awareness week and show your support for Mates in Mind by wearing our new badges.

The badges are available in both our blue 'hard hats off' branding, as well as our classic yellow construction branding for a minimum donation of £2.50 per badge.

All donations are gratefully received and go towards supporting our work in creating a better awareness and understanding in business across workplaces and sites in the UK.

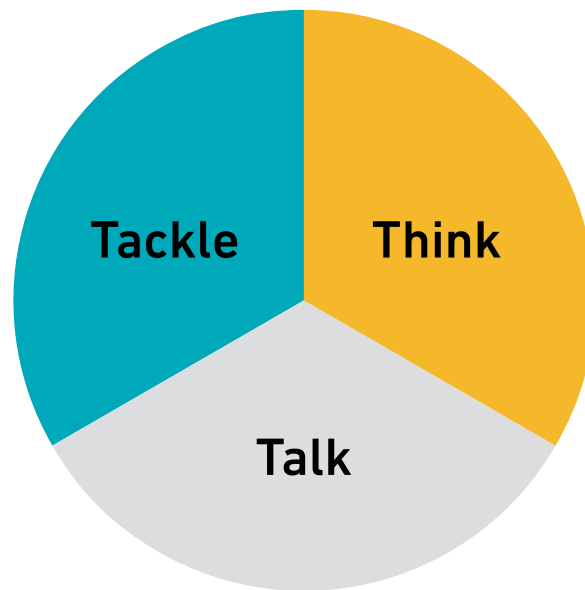
To enquire about your badge please contact support@matesinmind.org

3Ts Resources

It's about taking action

Our **3Ts approach** can help you to take next steps to improve mental health in your workforce.

Remember, it's about the way we **think** about, **talk** about and **tackle** mental health.



You can use the following resources to help you address each of the 3Ts

Think

- Download our **Toolbox Talk presentation** - available in your Mates in Mind Supporter area
- Print and display our **posters** – available in your Mates in Mind Supporter area

Talk

- Organise a short **Mental Health Awareness Week quiz**
- Share our **Resources to #StartTheConversation**
- **Join the conversation** instructions for engaging on social media

Tackle

- Access our **Managers checklist** to implement meaningful change within your organisation
- Use our **Feedback prompts** to understand what your workforce felt about the week and the wider topic

3Ts Awareness activities timetable

This timetable is designed to give you some ideas about how you can best address the 3Ts around mental health awareness week.

Before Mental Health Awareness Week

2 weeks before

- Print our **posters** to promote awareness and signpost your organisations EAP provider
- Share one of our **Resources to #StartTheConversation** to help you prompt discussions within your workforce

During Mental Health Awareness Week

13-19 May

- Use our downloadable **Toolbox Talk presentation** to show your workforce during a tea break, meeting or briefing
- Use our **Mental Health Awareness Week quiz** to start the conversation within your organisation
- Share one of our **Resources to #StartTheConversation** to help you prompt discussions within your workforce

After Mental Health Awareness Week

1 week after/ongoing

- Get your organisations managers to use our **Managers action plan** to implement meaningful change within your organisation
 - Use some of our **Feedback prompts** to inform your organisations next steps for tackling mental health
 - Use our selection of **general posters** to help share your support pathways
-

Remember, all of the listed materials can be found in your **Supporter login area** on the Mates in Mind website.



Factsheet: Mental health statistics in 2019

In creating awareness about mental health, you may want to think about how people can relate to this issue. Some of these statistics highlight why it is important:

- **1 in 4** will experience a mental health problem each year
(MIND, 2018)
- In 2017 the overall cost of mental health problems to UK employers was almost **£35 billion**
(Centre for Mental health, 2017)
- **3 out of 5** employees experience mental health issues because of work
(Mental Health at Work, 2018 Summary Report, 2018)
- **84% of managers** accept that employee wellbeing is their responsibility but less than a quarter (**24% of managers have received any training in mental health**)
(Business in the Community, Mental Health at Work Report, 2017)
- **34%** of construction workers surveyed had experienced a mental health condition in the last 12 months
(Randstad, 2017)
- Suicide rates amongst construction workers was **3.7 times above the national average**
(Office for National Statistics)



Resources to #StartTheConversation

You can share all of these free online resources to get your workforce thinking and talking about mental health.

Videos

- [The last word](#)
- [Living with a black dog](#)
- [Mental Health at Work Gateway](#)
- ['Same Story Short' Video](#)
- [Mental Health at Work](#)

How to recognise mental ill-health

- [Samaritans Signs You May Be Struggling to Cope](#)

How to take action

- [Mental Health at Work: fulfilling your responsibilities as an employer](#)
- [NHS Information About Talking Therapies](#)
- [Samaritans Supporting Someone Online](#)
- [MIND How to support staff who are experiencing a mental health problem](#)
- [MIND How to take stock of mental health in your workplace](#)
- [MHFA Address Your Stress Toolkit](#)



Resource sheet: Confidential helplines

National Counselling Society (NCS): 01903 200666

The National Counselling Society is a not-for-profit professional association for counsellors. They hold an Accredited Register of counsellors across the whole of the UK.

Mates in Mind have partnered with The National Counselling Society to deliver a free assessment and up to 8 counselling sessions at a fixed rate of £30 per session for all Mates in Mind Supporters.

To find a counsellor that is partnered with Mates in Mind, please go onto the website, search the location you need and then refine your search by selecting the drop-down list "Charities we work with" and select Mates in Mind. This will populate a list of counsellors who work with us.

Find a counsellor [here](#).

Samaritans: 116 123

The Samaritans offer a safe place for you to talk any time you like, in your own way – about whatever's getting to you. 24/7 support for people who are in despair or suicidal.

Construction Worker Helpline ([campaign number TBC])

Life doesn't always go to plan. The Construction Worker Helpline (provided by B&CE's Charitable Trust) offers free support and guidance in times of need.

Construction Industry Helpline: 0345 605 1956

The Construction Industry Helpline provides a 24/7 safety net for all construction workers and their families in the UK and Ireland. It is a charitable service funded by the industry, for the industry and provides:

- Emergency financial aid to construction families in crisis
- Advice on occupational health and mental wellbeing
- Support on legal, tax and debt management matters.

The helpline is funded by The Lighthouse Club which has been delivering charitable welfare and support to the construction community since 1956, who in turn are funded by and supported by the businesses and people in our industry and our network of 21 regional volunteer clubs.

The Mix: 0808 808 4994

Information, support and listening for people under 25.
www.themix.org.uk

Prevention of Young Suicide (Papyrus)

Papyrus provide confidential help and advice to young people and anyone worried about a young person. Their HOPELineUK service is staffed by trained professionals who give non-judgemental support, practical advice and information to; children, teenagers and people up to the age of 35. They can be contacted on **0800 068 41 41**, by email: pat@papyrus-uk.org or SMS **07786 209697**.

Big White Wall

A safe online community of people who are anxious, down or not coping yet willing to support each other by sharing their troubles. The site is guided by trained professionals.

www.bigwhitewall.com/v2/Home.aspx?ReturnUrl=%2f

Workplace mental health support service: 0300 4568114

Provided by Remploy, in partnership with Access to Work, WMHSS offers a free and confidential support service to help you remain in your job when it is being affected by stress, anxiety, depression or other mental health issues (whether diagnosed or not).

If you are finding work difficult or you are absent from work, their advisors will help you make a wellbeing plan and support you with workplace adjustments, including how to get support from your employer.

Campaign Against Living Miserably (CALM): 0800 58 58 58

CALM provide a helpline for men in the UK who are down or have hit a wall, who need to talk or find information and support. The helpline is open 5pm–midnight, 365 days a year. They also offer a webchat service between the same hours.



Resource sheet: Feedback prompts

These prompts can be used to **start the conversation** about mental health and **to engage your workforce** with the topic. They can also help you to better understand what you need to do to take forward your **mental health action plan**.

You can use these prompts after sharing any of our resources to help you understand what your workforce thinks about the mental health within your workplace.

Our suggested prompts...

1. **Have you learned any information about mental health that has surprised you? If so, what was this information?**
2. **Is there anything more you feel that could be done within your organisation to improve mental health in the workplace?**
3. **Is there anything you feel is done well within your workplace to tackle mental health?**
4. **Do you feel that you know where you can get additional support with your mental health if need be?**
5. **Would you feel confident in speaking to someone at work if you were experiencing mental ill-health?**

We welcome any feedback about our suggested prompts. Please share your thoughts and discussions about these points, or mental health more generally, with us:

 support@matesinmind.org

 [@matesinmind](https://twitter.com/matesinmind)

 [/MatesinMind](https://www.facebook.com/MatesinMind)

 [@matesinmind](https://www.instagram.com/matesinmind)

Resource sheet: Managers' checklist

**Do you know how to tackle mental health within your organisation?
Our Managers checklist can support you in addressing the challenge
and tackling actions to overcome it.**

1. Do you know how to develop and deliver a joined up mental health plan?

Wherever your organisation is in its conversation about mental health, it's important to have a plan or strategy to effectively implement steps towards positive mental health.

If your organisation is a Mates in Mind Supporter, your Support Manager will be able to help you with both developing the plan and delivering it to your team. If you are responsible for leading on this internally contact your Support Manager.

If you're unsure who your Support Manager is, please contact us:
support@matesinmind.org

2. Who is leading your organisations health and wellbeing at board or senior leadership level?

Commitment from leadership teams can ensure that mental health is prioritised within your organisation and that effective planning is integrated into business objectives.

Know who is leading on this within your organisations as they can help you to drive your mental health plan across your business.

3. Do you understand your individual role in preventing and reducing stress within your team?

To fully understand the factors impacting your workforce's mental health, it is essential to know how your role as manager can influence stress within your organisation.

To do this you can use [The Health and Safety Executive's Line Manager Competency Indicator Tool](#)
This tool will help you understand your own behaviours and how to adjust them in order to manage stress better within your workplace.

84% of managers accept that employee wellbeing is their responsibility but less than a quarter (24%) of managers have received any training in mental health

Business in the Community, Mental Health at Work Report, 2017

4. Are you confident in understanding key internal policies like sickness absence and return to work?

Educating managers and leaders is essential in reducing stigma around mental health, encouraging open environments within organisations and driving an effective mental health strategy.

Ensure that your organisations management receives sufficient training and support so that they develop the skills and confidence to listen, talk and where appropriate, make relevant adjustments to work – so that your entire workforce can positively benefit.

5. Are you up to date with your Employee Assistance Programme (EAP)

Feedback from your EAP provider can be used internally within your organisation to identify any issues or concerns you may need to be aware of.

Your EAP provider will also be able to explain the support services available to your workforce, providing those who may need support with a point of contact.

Contact your EAP provider today to support your organisations mental health strategy.



Join the conversation

#LetsTalk about #mentalhealth

Throughout May, we will be starting the conversation about mental health and Mental Health Awareness Week 2019, across our social media platforms.

We want you to join the conversation!

Share your Mental Health Awareness Week activities and photos

Whether your organisation is addressing the 3Ts, putting up awareness posters, participating in some mental health training or organising a fundraising activity, we want to know!

Tag us **@matesinmind** in your posts and use the following hashtags to help us find your conversation!

#LetsTalk

#MentalHealthAwarenessWeek

#MinM

#starttheconversation

We will be re-sharing and responding to all those who are starting the conversation about mental health online, so #LetsTalk

 support@matesinmind.org

 [@matesinmind](https://twitter.com/matesinmind)

 [/MatesinMind](https://www.facebook.com/MatesinMind)

 [@matesinmind](https://www.instagram.com/matesinmind)

Mental Health Awareness Week quiz answers

The answers to our quiz questions are listed below. You can download the Mental Health Awareness Quiz presentation from your Supporter area

1. A
2. C
3. A
4. A
5. B
6. B
7. C
8. A