

Mental Wellbeing support

After reviewing the current safety policies, procedures and statistics it came to light that there was a distinct lack of Mental Health issues being reported in the business from both operative and management levels.

In the last 5 years while there has been a number of safety related issues raise and addressed we have had no employees come forward in need of any Mental Health support.

Research into the National Statistics through groups such as Mind, indicate that 1 in 4 people will suffer from poor mental health each year.

To gain further feedback from the workforce a Wellbeing Morning to be held. The aim of the morning is to give the employees a free breakfast and hot drink, to not only give them a good start to the day but to give people time to discuss any safety or personal related issues that they may have. At the same time a simple anonymous survey is to be completed to help build some statistical feedback from the employees.

The results from the survey and the associated comments to be used to address the initial thoughts that we could be doing more as a business in the area of mental health support and culture.

The overall message that I garnered from the workforce was that they would be open to more help and support, but were concerned and embarrassed how they would be portrayed. The informal setting allowed me to explain to the workforce how we could help them, and it even allowed them to be open with each other about similar issues faced both at work and at home

As a result of the work done I was able to implement the following into the business such as Mental Health First Aiders (both Management and Operative level), availability to access an external, fully qualified mental health counsellor, future wellbeing mornings, as well further discussions around Mental health and Wellbeing.

A handout was developed for future reference containing useful tips, support and contact details for those who may be in need of some help and also to just maintain their wellbeing. This handout was titled the Wellbeing pack.

The Introduction of Sheila (Mind Management) has been key to our success in the work we do around MH support.

Sheila provides us with 1 to 1 support for any R&C employee who needs some support around their mental health and general wellbeing. As a company we have committed and budgeted for every individual to have up to 6 sessions of Mental Health support/counselling with Sheila if required. In this time we have seen around 40% of our workforce use this service. Not all people have used 6 sessions just whatever has been required. The collaboration between us has been a resounding success.

Sheila gives the workforce someone outside of the business to seek help from, allowing people to be more open and honest without the worry of work or colleagues getting in the way.

Since the introduction of these changes I have seen a definite culture change within the business.

There is no longer any stigma around mental health in the business and is a key part of our overall attitude as a business towards safety and wellbeing.

Such has been the success we have entered in to further collaboration with Crown Highways to share our Mental Health First Aiders to give further support to both companies workforces.

