



Mark Freeman
Managing Director
Henshalls Insurance Brokers

MENTAL HEALTH CHARTER

NEWS



Matt Robbins
Patrick Lynch
Telford Hotel and Golf Resort



Heather Noble
Director
Salt Solutions



Graham Guest
Principal
Telford College

Are you going to join these organisations and sign the Mental Health Charter?

WELCOME

Welcome to the third edition of our Mental Health Charter News.

This newsletter is on a bi-monthly distribution and it will carry features, news, information and resources to assist the journey to remove the stigma attached to mental health and improve wellbeing.

As an individual you may find the information personally helpful but you may also be able to use the resources to support someone else or signpost them in the right direction for some support.

We hope you find the content useful.

Mental Health and Wellbeing Team.



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Have you signed the Mental Health Charter?

Everyone in the workplace has the right to work in an environment that promotes good mental health and wellbeing.

As an employer and service provider, you should work to create a workplace culture that promotes equality of opportunity and respect for those with mental ill health and provide a positive service to people with mental ill health.

Your goal should be to embed the three Charter Principles in your organisational structure to demonstrate leadership in mental health and wellbeing.

The Mental Health Charter is not a set of quality standards or an accreditation but is a voluntary commitment to developing best practice in the workplace.

SIGN UP HERE

Domestic abuse victims to be given more time to report assaults

Under the changes, victims of domestic abuse will be allowed more time to report incidents of common assault or battery against them. Currently, prosecutions must commence within six months of the offence.

Instead, this requirement will be moved to six months from the date the incident is formally reported to the police – with an overall time limit of two years from the offence to bring a prosecution. Domestic abuse is often reported late relative to other crimes; so this will ensure victims have enough time to seek justice and that perpetrators answer for their actions.

Meanwhile, taking non-consensual photographs or video recordings of breastfeeding mothers will be made a specific offence punishable by up to two years in prison. It covers situations where the motive is to obtain sexual gratification, or to cause humiliation, distress or alarm. Similar legislation introduced by the Government in 2019 that criminalised “upskirting” has led to more than 30 prosecutions since it became law.

Ministers are changing the law to protect mums from being harassed no matter where they choose to breastfeed.

Deputy Prime Minister, Lord Chancellor and Secretary of State for Justice, Dominic Raab said:

We are committed to doing everything we can to protect women, make them feel safer, and give them greater confidence in the justice system.

We’re giving the victims of domestic abuse longer to report the offence to the police – so abusers don’t evade justice. And we will introduce a new offence to stop people filming or taking photos of mothers breast feeding without their consent – because no

new mum should be harassed in this way. Domestic Abuse Commissioner Nicole Jacobs said:

I strongly welcome the additions made to the PCSC Bill today, which allow victims of domestic abuse more time to report to the police.

It is important that all domestic abuse victims have the time and opportunity to report to the police. This is especially important following Covid restrictions, when many victims faced additional challenges to seeking help and reporting domestic abuse.

I want to see increased prosecutions for domestic abuse, and hope to see that as these measures remove another barrier to bringing perpetrators to justice.

In making photographing breastfeeding mothers without consent a specific offence, the Government is giving police and prosecutors the clarity and powers they need to ensure perpetrators face justice.

Today’s announcement builds on measures already in the Bill to better protect women such as ending the halfway release of offenders sentenced between four and seven years in prison for serious sexual offences – forcing them to spend two-thirds of their time in prison.

In December, the legislation was amended to make clear that a new legal duty requiring public bodies to work together to tackle serious violence can also include domestic abuse and sexual offences. It means that these crimes should be taken as seriously as knife crime and homicide, with police, government, and health bodies required to collaborate locally, so that they can develop more holistic strategies to protect people from harm, including through early intervention.

50 years of changing lives

This year is incredibly special: throughout 2022 Rethink Mental Illness will be marking its 50th anniversary.

They will be reflecting on the changes in the mental health landscape over the last 50 years and celebrating their role in changing the lives of people severely affected by mental illness, and their carers. But their insatiable desire to fight for a better world for people living with mental illness has never left. And that's why they'll also be looking ahead to the next 50 years, as they continue to lead the way to a better quality of life for everyone severely affected by mental illness.

How it all started

In May 1970, a man named John Pringle wrote a letter to The Times about his son's experience of schizophrenia and highlighted the lack of care and support for people living with the condition. 400 people responded and the foundations of The National Schizophrenia Fellowship were born. From this, the charity was officially formed on 25 July 1972.

Over the last 50 years, they have been a beacon of hope for everyone affected by severe mental illness. From campaigning on The Mental Health Act, to their award-winning advice and information service, to championing peer support, their message is clear. Everyone affected by mental illness deserves a good quality of life, no matter their circumstances.

Changing lives, every day

Today they run over 90 mental health services across England that offer front line support for people in their own communities. With the help of volunteers, they also run a further 140 local peer support groups and an award-winning

advice and information line which receives over 4000 requests for help every year.

As they celebrate throughout 2022, you'll hear stories from the people they have helped, and they'll introduce you to some of the many people who have worked tirelessly to make the charity what it is today.

They are excited to look back over the last 50 years, but it's also vital that they look forward. The mental health conversation has made great strides, but people severely affected by mental illness still need to see meaningful change across all aspects of everyday life.

The road ahead

There's still so much work to do. Well-funded mental health support seems further away than ever in the economic uncertainty fuelled by Covid-19. And they see the impact of this in many different ways. People living with severe mental illness still have a shorter life expectancy than others, Black people are still four times more likely than their white counterparts to be sectioned. And living with mental illness too often leads to isolation, financial problems and other difficulties.

But there is hope. For half a century, our community of groups and services has been built to push the boundaries and improve mental health care. We have a bold vision for the future of mental health care, and we are working hard to make it a reality: our mission to build Communities that Care is just beginning.

Sign up for their newsletter [HERE](#)



rethink.org

'Breaking the cycle: An inquiry into eating disorder research funding in the UK' report published

A report investigating investment in eating disorder research in the UK was published 15 September 2021.

Major advances are needed in our understanding of what causes eating disorders, how best to treat them and ideally how to prevent them developing.

Without this, eating disorders will continue to represent a significant public health issue, devastating millions of lives while leading to high costs to the NHS and the UK economy.

The impacts of COVID-19 on demand for eating disorder services means that the need for advances in knowledge and innovation through research is more urgent than ever.

The 'Breaking the Cycle' report, compiled by Beat on behalf of the All-Party Parliamentary Group (APPG) on Eating Disorders sets out the findings and recommendations from the APPG's inquiry into research funding, conducted from December 2020 to Spring 2021.

Despite the prevalence and severity of eating disorders, they receive very little research funding.

Total UK investment amounted to just £1.13 per person affected per year between 2009 and 2019.

Eating disorders account for around 9% of the total number of people with a mental health condition in the UK, but from 2015-2019, they accounted for just 1% of the UK's already severely limited mental health research funding.

The inquiry found that a historic lack of investment has led to a vicious cycle. As a result, there are few active researchers and research centres in the UK and therefore little research is published.

This has helped stigmatising attitudes persist, which reinforce the small capacity of the field and its lack of funding.

The report makes recommendations for actions that research funders, universities, the NHS and researchers should take to break the cycle of underfunding in eating disorder research and achieve the much-needed advances in knowledge that research can deliver.

Read the full report [HERE](#)

RESOURCES

A range of **downloads and resources** from **Beat Eating Disorders** can be found [HERE](#)

Sign up to newsletter [HERE](#)



The bottom line on workplace wellbeing investment

The world of workplace wellbeing has been turned on its head over the past two years – focusing on the physical, mental, financial and emotional health of staff should never have been an ‘optional extra’ for HR and management teams, but now it’s become obvious just how important it is to have a happy and healthy workforce.

It’s not just the individual benefitting from this renewed vigour around workplace wellbeing. There are numerous benefits seen time after time by businesses who adopt policies and practices centred around health.

Healthy employees take less time off sick

Each employee takes an average of 5.8 days of sickness leave per year¹ – this number can be reduced through carefully-thought out policies which promote early detection and intervention of illnesses, meaningful support for those with long-term conditions, and assistance in the case of injury. Introducing mental health assistance alone sees sickness absence fall in a third of companies¹. This is far more preferable than the alternative: creating a culture where employees feel they must come to work even if they are unwell.

While on the surface this approach may look to be beneficial for the company in question, in actual fact presenteeism has an even more damaging impact when it comes to business revenue: costing the UK economy £15.1 billion each year².

Increased productivity and loyalty

In workplaces where mental health is addressed, productivity rises by 12%³, while more than half of companies also

see engagement and morale rise¹. And this translates to visible and substantial benefits when it comes to weighing up the financial costs too: for every £1 a company invests in employee mental health, they can expect to see £5 back in reduced absence, presenteeism and staff turnover⁴.

Companies not yet realising the importance of workplace wellbeing are not only losing good employees to other firms, one in every eight people leaving the labour market does so because of ill health⁵. Those dismissing the importance of healthcare perks might also find themselves missing out on top applicants – a third consider wellbeing benefits as a top priority when considering whether to accept a job offer⁶.

Has the pandemic really changed employee health benefits?

A staggering 92% of businesses say they have increased their emphasis on mental health since the start of the pandemic, while 83% are more focused on general wellbeing, 70% on work/life balance, 55% on physical health and 44% on financial wellbeing .

Long-term working from home for many companies has forced a shift in the way they structure their teams, meetings, days, and the future of their wellbeing strategy. It’s expected by mental health experts that we will see the emotional repercussions of Covid-19 for many years to come – which is why many businesses are acting now to build a metaphorical safety net for all of those extra employees who will sadly be diagnosed with mental ill health as a by-product of the pandemic.

What should a Wellbeing Strategy include?

To prove truly impactful, a formalised Wellbeing Strategy should be implemented to ensure consistency of offering across the business, and ease of communication about perks and benefits to existing and potential staff, as well as external stakeholders and clients.

A Wellbeing Strategy should protect the emotional, mental, physical and financial wellbeing of every member of the team. Naturally, employees should be supported through any specific problems which arise, but the strategy should also focus on preventing issues and making health and wellness a priority at all times, not just when a specific team member is experiencing an issue.

The strategy should cover the benefits offered to employees such as Health Cash Plans, gym passes, healthy snacks, access to a virtual GP, or workplace counselling. But just as important are the other factors: what health and wellbeing training can they access? What's the flexible working policy? Who do they go to if they need support? What happens if they need to see a health professional during the working day? Can adjustments be made if health conditions are making certain aspects of their job more difficult for them?

The bottom line

A well-thought-out strategy offering effective benefits focused around all aspects of employee health (physical, emotional, mental, and financial) has been shown to reduce absenteeism, presenteeism, and absence leave, while

simultaneously increasing loyalty, staff retention, and productivity.

The bottom line is that investment in staff wellbeing isn't just good for them, it's good for business.

Visit www.paycare.org/workplace-wellbeing to find out more about developing a Workplace Wellbeing strategy that works for you and your team.

About Paycare

Since 1874, Paycare (formerly known as Patient's Aid Association) has worked to help individuals, families, businesses, and their employees access a variety of preventative and reactive healthcare services which protect their financial, physical and mental health and wellbeing. Its dedicated mental health service — Paycare Wellbeing — launched in 2019 and provides qualified and confidential training to Corporate Groups including Managers, CEOs and HR teams.

Sources:

1. CIPD/Simply Health | https://www.cipd.co.uk/Images/health-and-well-being-2020-report_tcm18-73967.pdf
2. Centre for Mental Health | https://www.centreformentalhealth.org.uk/sites/default/files/2018-09/managing_presenteeism.pdf
3. Breathe HR | <https://www.breathehr.com/en-gb/resources/mental-health-in-the-workplace-guide>
4. Deloitte | <https://www2.deloitte.com/uk/en/pages/consulting/articles/mental-health-and-employers-refreshing-the-case-for-investment.html>
5. TUC | <https://www.tuc.org.uk/sites/default/files/2021-03/Older%20workers%20report%20final.pdf>
6. Glassdoor | <https://www.independent.co.uk/news/business/news/google-asos-airbnb-20-best-perks-benefits-uk-employers-a6938716.html>
7. AON | <https://www.aon.com/unitedkingdom/employee-benefits/resources/benefits-and-trends/default.jsp>





**No one should be made to feel ashamed
because of a mental health problem**

Time to Talk Day (03.02.22) - the nation's biggest mental health conversation is continuing - [Take part!](#)

Time to Talk Day 2022 is run by Mind and Rethink Mental Illness in England, in partnership with Co-op. The campaign runs UK wide, with SAMH (Scottish Association for Mental Health) and See Me in Scotland, Inspire and Change Your Mind in Northern Ireland and Time to Change Wales.

The day is all about creating supportive communities by having conversations with family, friends, or colleagues about mental health. We all have mental health, by talking about it we can support ourselves and others.

This year we aim to support communities up and down the country to have more mental health conversations than ever before.

We know that conversations about mental health have the power to change lives. Our recent research shows how important open conversations in communities are to support everyone's mental wellbeing.

Co-op are raising £8m for Mind, SAMH and Inspire to bring communities together to improve mental wellbeing. Along with delivering Time to Talk Day 2022, these vital funds are providing new services in over 50 local communities across the UK to support people's mental wellbeing.

Time to Talk Day was launched in 2014 by Time to Change, a campaign to end mental health stigma and discrimination, which was run by Mind and Rethink Mental Illness.

Time to Talk Day is nearly here, but you can still download a virtual pack [HERE](#)

**time to
talk day**

03/02/22



Rethink
Mental
Illness.



Depression isn't a choice - it can happen to anyone

Powerful words from Nadia who reached out for help with her depression

I was told that my reason for being depressed was “pathetic”, and that I “had plenty of things going” for myself, but depression doesn't work like that. It doesn't look at what you have going on in life and avoid you because it doesn't want to ruin that.

I wanted the people I care for and confided in to open their hearts and minds to understand that depression isn't a choice. I didn't want to be depressed - nobody wants to be depressed.

Being told I was wrong for being depressed, made me feel even more hopeless and incapable of overcoming it with the “weak mind” that I was being told I had. I felt like a burden to those I cared about and as if I had let my family and friends down, for letting what was considered “a bad mood” get the better of me. I was told that I had a history of being depressed for so long, that I'd probably be depressed forever - and that it was only a matter of time till there would be another thing that happened to trigger it all over again.

When I sought therapy to prevent that from happening, the person I trusted enough to confide in made me feel like my reasons weren't worthy enough to seek professional help over; they would have been able to get over it all easily or not let it bother them.

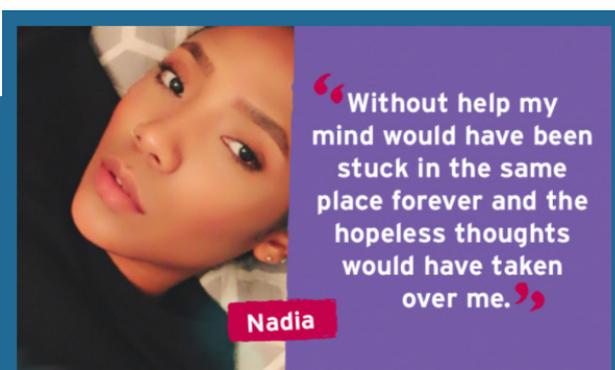
However, I still went to therapy, and it wasn't a pointless road to go down. My reasons were just as valid as anyone else's, and without help, my mind would have been stuck in the same place forever and

the hopeless thoughts would have taken over me. It took strength to battle my depression and courage to grab the bull by the horns.

I think it's easy for someone who has no experience with it personally, to assume that people who are depressed or experiencing thoughts of suicide are weak - but that's wrong. They aren't weak, they are alone in their thoughts and tired of battling it till they've lost their ability to think. I think it's important to let people experiencing suicidal thoughts or any level of depression know they are not alone and give them positive energy to feed off. Show them that there is support available and there is still beauty in life! Even if you don't understand or can't relate to people in these positions, it can help just to listen.

If you suffer with your mental health or know anyone who does, remember that depression can start at any time and can happen to anyone. No one is immune to mental health issues like anxiety and depression, and what triggers you may or may not be the same as what triggers someone else. You're still strong and there's still a solution to the problem. It can be cured.

I want others who are struggling with their mental health to trust that there's light at the end of the tunnel and to encourage themselves to face the reality of how they are feeling. Accept that it's not anything to be ashamed of - and it can be overcome.



Dates for your diary



Children's Mental Health Week

7-13 February 2022



Eating Disorders Awareness Week

28 February - 6 March 2022



University Mental Health Day

3 March 2022



World Bipolar Day

30 March 2022

Mental Health Awareness Week

10-16 May 2021

Free suicide awareness training for students has today been launched by the Zero Suicide Alliance (ZSA) as they try to address the concerning rates of suicide among young people.

The new edition of the ZSA's suicide awareness training aims to support the UK's 2.4 million students to have potentially life-saving conversations after 2,382 young people took their own lives (aged between 15 and 24) in England, Scotland and Wales between 2018 and 2020, according to a recent Samaritans report.

The student edition of the training teaches them the skills to recognise someone who may be struggling, how to approach a difficult conversation and has been developed with support from those currently studying and bereaved relatives. The latest available data on student suicide figures (ONS, 2018) stated that eight students a month died by suicide in the academic year 2016 to 2017.

"Becoming a student is an exciting time for many but it can also lead to pressures they have never encountered before like exam stress or being away from their home environment and that can lead to real mental health issues," explained Prof Joe Rafferty CBE, one of the ZSA's founders.

"Talking about a difficult subject like suicidal feelings is never easy and this

training aims to encourage students, or any young person, to talk to each other about their problems so they can be signposted to help as soon as possible.

"We hope by doing the training we'll be able to empower students with the skills to approach one of their friends or housemates if they can see they are struggling and maybe at risk of suicide."

The training will be shared across the UK's universities and Professor Steve West, President of Universities UK and Vice-Chancellor of University of the West of England welcomed its launch. He said:

"It is difficult to overstate the importance of open conversations and of clear and simple access to support for students who are struggling. This online training is a hugely valuable tool for students as well as the family and friends who may be worried about them.

"It is a priority for the higher education sector to support students who may be at risk, and we have a collective ambition to eliminate all avoidable deaths from suicide.

"I would encourage every university to spread the word about the ZSA training across campus and beyond."

The new Suicide Awareness Training - University Student edition has been added to the ZSA training pages.





Eileen's story

"A person I know and respect shared the Zero Suicide Alliance training on Facebook so I decided to check it out.

A member of my family ended his own life by suicide two years ago at the age of 26. Since then I have taken more interest in resources and education related to suicide.

I understood that suicide was particularly prevalent amongst men and it's taken that personal impact to prompt me to think about it more and reflect on my own personal response.

Being a member of the Zero Suicide Alliance enforces that there is a community of likeminded people taking positive steps to address the issue of suicide. A positive step in the direction of change.

I, like so many others, wish to see a change in the prevalence of suicide in our society.

I think it's important to support initiatives like the Zero Suicide Alliance as it is a well considered initiative with useful training videos that encourage people to reach out to those who may be struggling."

Life Matters - Episode 1

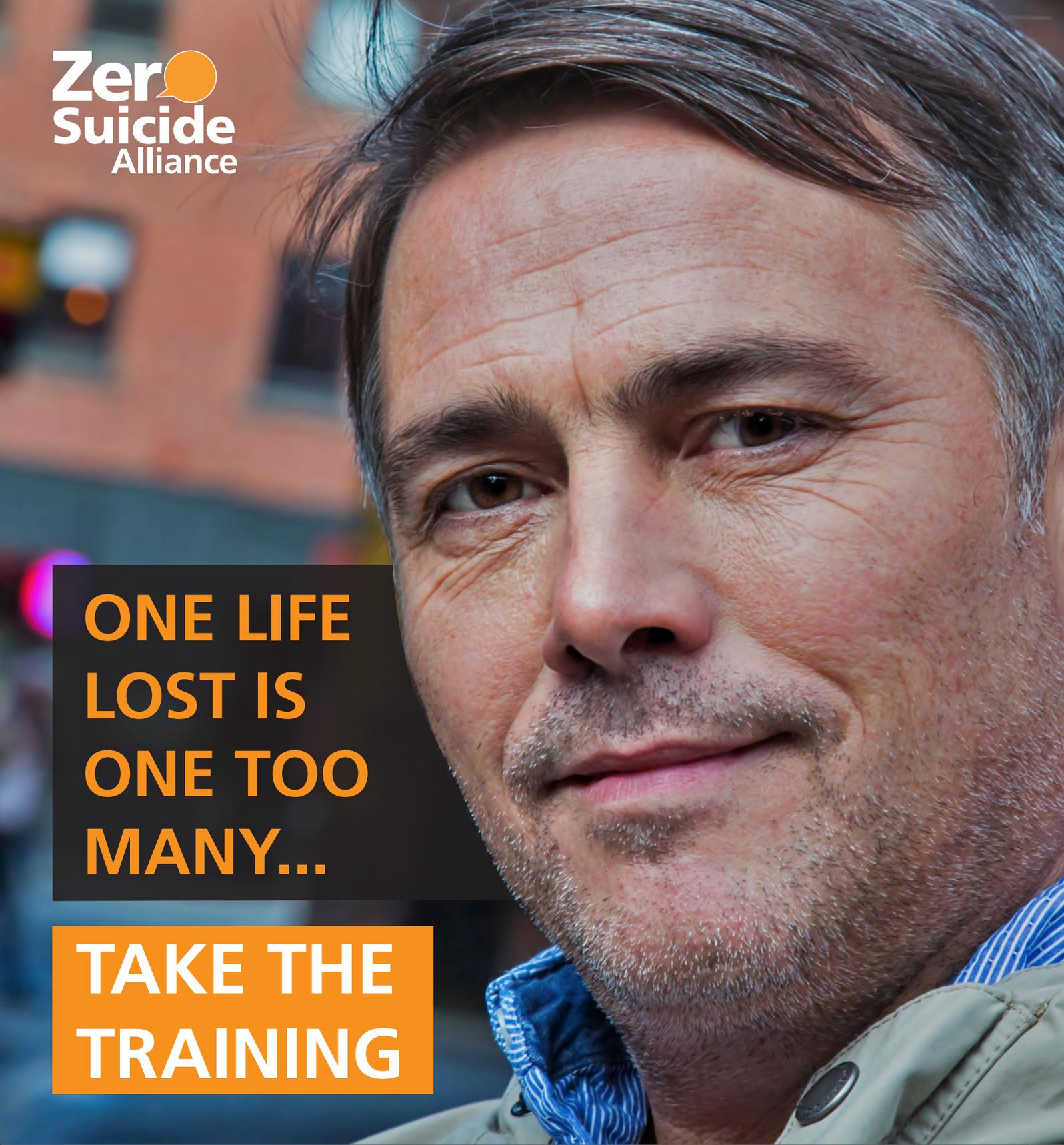
The Zero Suicide Alliance's first episode of Life Matters is guest presented by academic, writer and broadcaster Professor Alice Roberts.

Life Matters reporter Freddy Chick looks at a new suicide prevention app, designed by a group of schoolgirls in Brazil and aimed at their peers. The team heads behind the scenes at Hollyoaks to find out how the soap has been tackling a storyline around a middle-aged man taking his own life. We get the latest on the ZSA's online training courses, and Jay Emme, a talented cellist from Birmingham, tells us her very personal story.

Finally, Life Matters producer Ashley Byrne chats to Craig, a barber from Bolton. Craig's one stop shop is a place not only for men to come and get a haircut, but somewhere that they can open up to him about their most intimate feelings.

[Learn more and link to podcast](#)



A close-up, high-resolution portrait of a middle-aged man with short, dark hair and a light beard. He is looking slightly to the left of the camera with a subtle, thoughtful expression. He is wearing a light-colored jacket over a blue and white striped shirt. The background is blurred, showing what appears to be an outdoor setting with some lights.

**ONE LIFE
LOST IS
ONE TOO
MANY...**

**TAKE THE
TRAINING**

Because the highest suicide rate in the UK is for men aged 40 to 44*

20 minutes is all it takes.

Take the training at zerosuicidealliance.com

Action for Happiness

The theme for February is **Relating: Connecting with People**.

People with strong and broad social relationships are happier, healthier and live longer. Close relationships with family and friends provide love, meaning, support and increase our feelings of self worth. Broader networks bring a sense of belonging. So taking action to strengthen our relationships and build connections is essential for happiness.

Our connections with other people are at the heart of happiness - theirs and ours. Whether these connections are with our partners, families, friends, work colleagues, neighbours or people in our broader communities, they all contribute to our happiness. Chris Peterson, one of the founders of positive psychology puts it simply as: "Other people matter".

Scholars and scientists agree about the central importance of relationships for our wellbeing and our happiness.

Many studies have shown that both the quality and quantity of social connections have an impact on our health and longevity as well as psychological wellbeing.

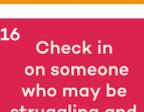
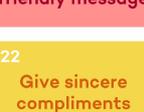
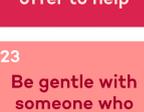
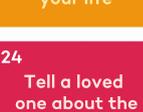
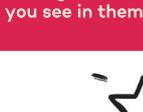
If you want to read more about relationships, click [HERE](#)

WEBSITE
actionforhappiness.org



Click the image to download the **Action for Happiness February Calendar**

Friendly February 2022

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
 1 Send a message to let someone know you're thinking of them	 2 Ask a friend how they have been feeling recently	 3 Do an act of kindness to make life easier for someone	 4 Organise a virtual 'tea break' with a colleague or friend	 5 Make time to have a friendly chat with a neighbour	 6 Get back in touch with an old friend you've not seen for a while	
 7 Show an active interest by asking questions when talking to others	 8 Share what you're feeling with someone you really trust	 9 Thank someone and tell them how they made a difference for you	 10 Look for good in others, particularly when you feel frustrated with them	 11 Send an encouraging note to someone who needs a boost	 12 Focus on being kind rather than being right	 13 Smile at the people you see and brighten their day
 14 Tell a loved one or friend why they are special to you	 15 Support a local business with a positive online review or friendly message	 16 Check in on someone who may be struggling and offer to help	 17 Appreciate the good qualities of someone in your life	 18 Respond kindly to everyone you talk to today, including yourself	 19 Share something you find inspiring, helpful or amusing	 20 Make a plan to connect with others and do something fun
 21 Really listen to what people say, without judging them	 22 Give sincere compliments to people you talk to today	 23 Be gentle with someone who you feel inclined to criticise	 24 Tell a loved one about the strengths that you see in them	 25 Thank three people you feel grateful to and tell them why	 26 Make uninterrupted time for your loved ones	 27 Call a friend to catch up and really listen to them
 28 Give positive comments to as many people as possible today						

ACTION FOR HAPPINESS **Happier · Kinder · Together**



Do you have a Domestic Abuse Workplace Policy?

A Workplace Policy will include:

-  Clear workplace policies & procedures.
-  How to respond to disclosures.
-  How to manage risks in the workplace.

Contact training@havenrefuge.org.uk to find out more.

DATES

**Supervising First Aid for
Mental Health
7 - 8 February
2 day course**

BOOK HERE

**Netwalking
18 February
Carding Mill Valley**

BOOK HERE



Jen Eastwood
Expeditious Services



Tom Blain
My Occ Health



Diane Brown
Regional Director
Thomas Consulting Ltd



Val Sheppard-Evans
Director
Longmynd Travel



Paul Brewer
Managing Director
Shropshire 3D Print



Mark Harris
Managing Director
The Business Company

**Some of the
organisations who have
signed the
Mental Health Charter**