

## Talking about wellbeing –discussion groups 25<sup>th</sup> June

### Table 1: What contributes to a working environment where everyone thrives and does their best work?

#### Main theme

- Training, education and networking to enable people and businesses to learn together and support each other

#### And the rest...

- Putting wellbeing on the agenda – led by senior management
- Initiatives – eg mental health advisor; helper roles/champions; volunteering
- Management buy-in
- Wellbeing included in appraisals – [Wellness Action Plans](#)
- Governance and structure
- Signposting – bespoke solutions – local charities/NHS services
- Worklife blend/balance
- Flexible working
- Equality of opportunity
- What education is out there for managers?
- Training for staff to communicate with empathy
- Peer support for champions
- Supportive HR department
- Good positive organisational culture
- Example of good practice – Dawn Dutton Gregory

### Table 2: What is meant by wellbeing at work?

- It's about 'the person', not just rules and procedures
- Based on recognising why people come to work
- Developing resilience and self-belief
- Admitting failure is ok, and not being a 'snowflake'

#### How?

- Consult with your employees and give them a voice
- Invest your time in your people and listen
- Having a joined up and holistic strategy across the whole business
- How can we innovate in Southampton?
- Using kind etiquette Social media – managing without it
- Recognising imposter syndrome – we are all self-critical
- Knowing you're normal going through the menopause

### Table 3: Where does your responsibility end and individual responsibility begin?

- Not straight-forward – it's a grey area

- Employer provides opportunities and employee takes up opportunities; no point in providing opportunities that aren't wanted
- Taylor what you do – talk / ask
- The best outcome is a shared outcome
- Person centred support
- Establish a nurturing and accepting environment for those with mental health issues
- Build trust and relationships – this can be harder in bigger organisations
- Have good conversations
- You can give people the tools but they need to be responsible for their own health & wellbeing but need to be open to talking about it
- Peer support is important

Table 4: Why bother? What benefit might you expect from investing in health & wellbeing? How could you measure it?

#### Benefits

- Performance
- Productivity – motivation/engagement
- Morale
- Staff retention / turnover
- Positive recruitment / attractiveness / financial competitive edge
- Positive mental health
- Commitment

#### How to measure benefits

Note – the measure need to be appropriate to the target population

- Absence data (though possibly they might go up at first following making it ok to talk about mental health)
- Hit rates on portals/internet pages/sites
- Evaluation forms
- Culture/annual/ staff surveys
- Looking at Occupational Health referrals
- Employee Assistance Programmes (EAPs) - numbers using and reason for the contact
- Performance – appraisals
- Case studies
- Participation rate in workplace activities

Table 5: How can you make it ok to talk about mental health?

- Staff meetings – include health & wellbeing and mental health – follow up on staff interest possibly with Mental Health First Aid training
- Have a support system of 'trusted colleagues' to offer 'soft touch' support and signposting
- Use occupational health and employee assistance lines
- Experiment and learning as you go – try drop-ins
- Normalise differences and diversity

