



Workshop 14:

How can disability support services unlock the open labour market?

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#Employment4All



Under the auspices



CITY OF
ATHENS



HELLENIC REPUBLIC
Ministry of Social Cohesion
and Family Affairs



ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ
Υπουργείο Εργασίας
και Κοινωνικής Ασφάλισης

Let's NOT re-invent the wheel -

but also let's be realistic about our sector

Is working in the care sector...

- stressful?
- frustrating?
- underpaid?
- unpredictable?
- demanding mentally & physically?
- risky?
- exhausting?

‘We all have times when we feel down, stressed or frightened. Most of the time those feelings pass, but sometimes they develop into a mental health problem like anxiety or depression, which can impact on our daily lives. ... mental health problems can happen to anybody.

Our research shows that most people have some experience of a mental health problem and studies have suggested that *as many as one in six people experience the symptoms of a mental health problem in any given week.*’

10 evidence-based ways to improve your own mental health...

1 Talk about your feelings

2 Be mindful of activity levels

3 Eat well

4 Drink sensibly

5 Manage your relationships

6 Ask for help

7 Take a break

8 Do something you're good at

9 Accept who you are

10 Care for others

You (ie the employer) know it makes sense...

The human cost of poor mental health is reflected in the financial cost for employers and society more broadly.

Overall, poor mental health currently costs the UK approximately £118 billion a year.

Research into return on investment analysis of employee mental health interventions has shown that on average, *for every £1 spent on supporting mental health, employers get nearly £4.70 back in improved productivity.*

Employer checklist for creating mentally healthy workplaces 1

Value mental health and wellbeing as core assets of your organisation:

- Commit to developing an approach to mental health at work that protects and improves mental health for everyone, whilst supporting those people who experience distress
- Designate board champions and ensure senior leaders and middle managers are responsible for implementing mental health programmes.

Employer checklist - 2

Value mental health and wellbeing as core assets of your organisation:

- Commit to reviewing the way you do business to ensure your everyday working culture is as mentally healthy as possible. Make evidence based mental health promotion tools like mindfulness and exercise available to all staff.
- Regular staff surveys and other research to build data about staff mental health, using findings to plan and deliver action and inform workplace policies. Recognise and celebrate the impact of existing employee benefits and corporate social responsibility activities on the mental health and wellbeing of staff.

Employer checklist – 3

Support the development of compassionate and effective line management relationships:

- Provide opportunities for managers to attend relevant training to support staff living with mental health problems and the well-being of all staff more widely
- Provide proactive support for staff line managing people with mental health problems, including access to HR and, where necessary, occupational health services
- Recognise that line managers who have personal lived experience of mental health problems are a unique asset to a company.

Employer checklist - 4

Address discrimination:

- Ensure that discrimination on the grounds of mental health status is seen as unacceptable, as well as discrimination in relation to other protected characteristics such as race, gender or sexual orientation.
- Encourage staff to report any discrimination or harassment they face and to blow the whistle on discrimination they witness.
- Support national and local anti-stigma initiatives eg Mental Health Awareness Week.

Employer checklist - 5

Value the diversity and transferable skills that lived experience of mental health problems bring and support disclosure:

- Include mental health in diversity and inclusion strategies and recognise the mental health component of wider equality initiatives.
- Ensure your business creates opportunities to link with employability providers to enable people with mental health problems to join your workforce.
- Give people positive reasons to disclose by establishing a culture that values authenticity and openness – this should be led from the top of the organisation.
- Explore setting up peer support and mentoring programmes for staff with lived experience of mental health problems.

Is working in the care sector...

- rewarding?
- satisfying?
- a way of promoting equal opportunities?
- a job worth doing?
- life affirming?
- supporting the humanity of us all?

Working in the care sector can be all of those things, providing we make the effort to help people see it that way.

For more information:

Mental Health Foundation – UK

<https://www.mentalhealth.org.uk/>

‘How to support mental health at work’

See excellent materials at

<https://www.skillsforcare.org.uk/Developing-your-workforce/Care-topics/Mental-health/Mental-health.aspx>



**Thank you for
listening!**

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