

## Mental Health at Work Plan

### **1.0 Introduction and Purpose:**

This purpose of this plan is to create a University community, which is informed about mental health. It is designed for all staff and encourages openness, respect and a supportive culture for those with ill mental health.

### **2.0 Background:**

We all have physical health as well as mental health issues at some point. It is important to recognise that mental health is on a continuum with the possibility of change over time. One in four people will experience a mental health difficulty in their life and poor mental health costs employers more than £33 billion annually, whilst 300,000 people with long-term mental health lose their jobs each year .\*

*"Mental health is not just the absence of mental disorder. It is defined as a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community."* Mind.org.uk

London South Bank University (LSBU) has a duty of care to try to protect our employees' health and safety including their mental health. We encourage open conversations about mental health and provide support when employees are struggling.

Line managers are ideally placed to foster a climate conducive to mental wellbeing. They can play a vital role in reducing stigma and spotting changes in behaviour or performance that could indicate an underlying mental health issue.

### **3.0 Our aim:**

We aspire to "A fairer, healthier and happier LSBU" where Wellbeing is vital in making our staff feel supported, valued and recognised for their achievements. We aim to achieve this by:

- Creating an inclusive environment and culture that positively promotes the mental health and wellbeing of staff
- Providing the support required for staff with mental health challenges to achieve their full potential through a wide range of accessible resources and services
- Ensuring that all employees who experience mental health difficulties are treated fairly, sensitively and with respect, and are offered the support that they require.

### **4.0 Our vision:**

'For all staff to have the knowledge, tools and confidence to understand and look after their own mental health and the mental health of those around them'.

- To reduce mental ill-health stigma and discrimination
- Line managers to positively and proactively lead on increasing awareness on mental health issues and the support that is available to staff

\* Thriving at Work: the Stevenson Farmer review on mental health and employers

## 5.0 Help and support:

We all have times when we feel down, stressed or anxious and we believe that no one should experience a mental health problem alone. LSBU provides a wide range of support, information and services for all staff:

### Resources for Line Managers

- **Mindful Employer ©:**

LSBU has signed up to [Mindful Employer©](https://www.mindfulemployer.net/), a 'Charter for Employers that are Positive about Mental Health'. This means that we are demonstrating our commitment to improving the mental health of our staff, complying with the relevant legislation and demonstrating corporate social responsibility. Line Managers are encouraged to use this resource, which provides advice on raising awareness, good practice and supporting your staff. Go to [www.mindfulemployer.net/managers](https://www.mindfulemployer.net/managers).

- **Stress Awareness course for Managers:**

This course is designed to help line managers spot staff members who are struggling with stress, which could be affecting their mental health. The importance of positive behaviour management is explored.

### Stress Risk Assessment:

LSBU has adopted the Health and Safety Executive's Management Standards for staff who wish to conduct a formal stress risk assessment. It provides an opportunity to give your views and create action plans to help reduce stress at work. Go to the [Healthy Safety and Resilience](#) webpage for further information.

### Free confidential advice and support:

Talking through a personal or work problem with a trained counsellor can be helpful when you are feeling stuck, under pressure or just need information. For entirely free and confidential advice including online counselling 24/7:

Tel: 0800 882 4102. Or go to: [www.pamassist.co.uk](https://www.pamassist.co.uk) username: LSBUEAP p/word: @LSBU1 or download the app 'PAMAssist'

### Dignity at Work Advisors:

A network of LSBU colleagues are trained Dignity at Work Advisors and provide confidential advice to those who are concerned about, or experiencing difficult working relationships, including bullying or harassment.

Go to the [Equality, Diversity and Inclusion](#) pages at OurLSBU for more information.

### Mental Health First Aiders:

A number of our Security staff have undergone the mental health first aid lite course. Please contact [Elizabeth Palicza](#) if you would like to meet with one of the first aiders.

### **Support from the Organisational Development team:**

The Organisational Development Team offer a number of training courses, aimed at improving the mental health of LSBU staff. They range from courses on [Professional Impact and Effectiveness](#) (e.g. Assertiveness Skills, Communication Essentials, Listening Skills, Mindfulness at Work, Resilience training, Understanding and Coping with Change) to [Working with Others](#) (e.g. Conflict Resolution, Dealing with difficult behaviours, Having constructive conversations, Improving your Self-Awareness and Building Better Relationships).

The Organisational Development Team also receives requests for more targeted and tailored support. Please feel free to contact the team at [od@lsbu.ac.uk](mailto:od@lsbu.ac.uk)

### **Mindful Based Stress Reduction Course:**

Held 3 times per year, this structured 8 week course is designed to help you live a richer and fuller life and cope with the life's stressors. You will learn and build on different techniques to manage stress and improve your general well-being. Please contact the Wellbeing Advisor for more information.

### **External resources:**

MIND: is a charitable organisation that provides advice and support to anyone experiencing a mental health problem. Go to: [mind.org.uk](http://mind.org.uk)

NHS choices: the NHS has a number of excellent resources for people who are experiencing mental health difficulties. Go to the [NHS website](#) for more information.

Time To Change: 'Let's end mental health discrimination'. Go to <https://www.time-to-change.org.uk/>

Additionally, throughout the year we hold a number of Wellbeing initiatives, which focus on mental health. Events are published on Yammer, Universe and Staff Notices, or contact [Andrea Allen](#) for more information.  
**Go to OurLSBU - Your Wellbeing Mental Health page for information on all the resources available**

Note: as resources may change over time, please go to the Your Wellbeing webpage for current information or contact Andrea Allen on 020 7815 6219.

**Date: 03 May 2018**