

Jun
2024

mental health awareness



World Wellbeing Week

As we celebrate the fifth anniversary of World Wellbeing Week, we are raising awareness about the importance of financial wellbeing, maintaining physical, mental, and emotional health, enhancing social resilience, as well as community relations and care for the environment. It is a lot to consider with so much happening globally - but these really are important topics, so if we want to support each other's wellbeing and look after ourselves, this focus really is key.

So, to honour what World Wellbeing Week represents, we encourage everyone to join us and share their wellbeing activities on social media using the hashtag #worldwellbeingweek. In these challenging times globally, prioritising wellbeing has never been more essential for us all, professionally and personally.

Nat Clewley Clinical Director – Wellbeing Solutions



Building Resilience During Pride Month

Despite significant strides towards acceptance and equality, many in the LGBTQIA+ community still experience societal stigma, discrimination, and exclusion, which can lead to higher rates of psychological stress and ill mental health. These experiences can be compounded by barriers to accessing mental health services, such as fear of discrimination and lack of resources tailored to their needs.

It's crucial to create supportive environments that promote mental wellbeing and resilience within the LGBTQIA+ community. This Pride Month, let's commit to enhancing awareness and advocating for policies that support mental health inclusivity. Together, we can contribute to a world where everyone has the opportunity to thrive, irrespective of their sexual orientation or gender identity.

What's Going on This Month?



1st – 30th June | Pride Month

A vibrant and inclusive annual celebration that honours the LGBTQIA+ community, their history, achievements, and ongoing struggle for equality.



10th – 16th June | Loneliness Awareness Week

Loneliness Awareness Week is about creating supportive communities by having conversations with family, friends or colleagues about loneliness.



24th – 30th June | World Wellbeing Week

Providing the opportunity to celebrate the many aspects of wellbeing, from physical, mental and emotional health, to community relations and care for the environment.

5 Steps to Help Those Feeling Alone

- ✓ Reach out regularly through calls, messages, or visits.
- ✓ Listen actively without judgement.
- ✓ Encourage social interaction, whether it's virtual or in-person.
- ✓ Celebrate small achievements and everyday milestones.
- ✓ Be patient and consistent, demonstrating they have your steady support.



Transitioning in the Workplace

Transitioning in the workplace presents both unique challenges and profound opportunities for personal growth and acceptance. For transgender employees, the process of aligning their professional presence with their gender identity is a significant step towards authenticity, but can also be fraught with mental health hurdles. Navigating the complexities of coming out to colleagues, managing gender expression changes, and dealing with potential workplace discrimination are common concerns that can affect mental wellbeing.

It's essential for workplaces to create inclusive environments that support gender diversity. Employers can facilitate a positive experience by considering how to be an ally, implementing clear non-discrimination policies, and providing gender sensitivity training to staff. Support systems such as mentoring programmes and LGBTQIA+ resource groups also play a crucial role in enhancing the emotional and psychological resilience of transitioning employees.

By creating an atmosphere of understanding and respect, organisations not only uphold the rights of transgender individuals but also enrich their corporate culture, promoting a healthier, more inclusive workplace for everyone. This Pride Month, let's commit to supporting those transitioning with compassion and respect, recognising their journey as a pivotal aspect of their professional and personal fulfillment.

5 Tips for Transitioning at Work

- ✓ **Plan Your Approach:** Consider whom you want to tell first, and the level of detail you want to share.
- ✓ **Prepare Responses to Curiosity:** Be ready to handle comments and redirect the conversation professionally.
- ✓ **Prepare for Mixed Reactions:** There may be a range of reactions – patience, resilience and support will be key. It helps to find an ally at work.
- ✓ **Set Communication Preferences:** Clearly state your preferred pronouns and name, and politely correct misgendering or misuse.
- ✓ **Manage Your Privacy:** Decide how much you want to share about your transition, and set clear boundaries.

Counselling & Advice Helpline

Your counselling & advice helpline covers a variety of personal and workplace issues such as:

- ✓ Anxiety or depression
- ✓ Everyday financial or legal struggles
- ✓ Workplace stress

This service is paid for by your employer and is provided by an independent company, Wellbeing Solutions. There is no cost to you and all calls are confidential.



24/7 freephone:
0800 328 1437
employeeassistance.org.uk



Mental health



Work



Law



Money



Family



Older people



Wellness



Addiction



Managers