

Mar
2026

mental health awareness



Valuing Difference, Strengthening Wellbeing

March offers an opportunity to reflect on the strength that comes from difference. Each person brings their own perspective, experiences, and ways of thinking to work, and feeling able to express these safely plays an important role in wellbeing.

When we feel heard, respected, and accepted, trust, creativity, and connection can flourish. Wellbeing increases not through policy, but through interactions where differences are acknowledged and experiences are appreciated. In the workplace a sense of safety comes easily for some. For others, it is something that needs to be built over time through understanding.

So, as we move through March, why not take a moment to consider how valuing individuality and embracing difference can support healthier workplaces. When people feel supported to be themselves, they are better able to contribute, connect, and thrive together.

Nat Clewley, Clinical Director – Wellbeing Solutions



Strength in Our Differences

Our differences are a source of strength in the workplace. March is a time to reflect on how inclusion and difference fit together, and the resulting positive impact felt in everyday working life.

Feeling able to be yourself at work plays a significant role in wellbeing. That's why we focus on inclusive actions. These are built through small, consistent actions, such as being curious about a colleague, making space for different viewpoints, and recognising at work that there are many unique experiences that enhance a workplace.

To encourage focus on positive differences, this month's awareness moments, including International Women's Day and Neurodiversity Celebration Week, both offer opportunities to reflect on how equality, understanding, and individuality are supported across teams. Valuing difference helps create environments where people feel secure, motivated, and able to do their best work.



What's Going on This Month?



International
Women's Day

8th International Women's Day

A moment to recognise women's achievements and reflect on how workplaces can continue to support equality, opportunity, and inclusion for everyone.



17th – 23rd Neurodiversity Celebration Week

A week that invites greater understanding of neurodivergent experiences and encourages environments where different ways of thinking are recognised, valued, and supported.



20th International Day of Happiness

A reminder that wellbeing at work is supported through connection, gratitude, and small moments that help people feel positive and engaged.

Supporting Wellbeing Through Difference

- ✓ **Stay curious** about perspectives and experiences that differ from your own.
- ✓ **Create space** for a range of voices to be heard in conversations and meetings.
- ✓ **Recognise** that people think, work, and communicate in different ways.
- ✓ **Value individuality** as a strength that contributes to shared success.



Valuing Difference, Supporting Wellbeing

March brings several moments that invite reflection on difference, equality, and understanding, including International Women's Day and Neurodiversity Celebration Week. These awareness days encourage us to notice how individual experiences, identities, and ways of thinking shape wellbeing at work.

When people feel respected and supported for who they are, it strengthens confidence, connection, and trust. Creating space for different voices and perspectives helps build psychological safety and reduces isolation, reminding us that inclusion is experienced through everyday interactions, not just policy or intention.

Through the Employee Assistance Programme, reassurance is available for those navigating stress, uncertainty, or personal challenges, or simply needing space to talk things through. By continuing to value difference and promote understanding, workplaces can support healthier conversations, stronger relationships, and wellbeing that is sustained throughout the year.

Getting the Best from Your EAP

- ✓ **Support available at any time** for concerns such as stress, sleep, emotional wellbeing, or navigating periods of change.
- ✓ **Guidance for managers** on approaching sensitive or complex conversations with understanding and care.
- ✓ **Access to specialist information and support** on topics including menopause, neurodiversity, ADHD, and broader mental health awareness.
- ✓ **A confidential and cost-free service** for all employees, where different experiences and needs are met with respect and discretion.

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:
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employeeassistance.org.uk



Mental health



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Managers