

Feb
2026

mental health awareness



Care, Connection, and Wellbeing

February invites us to reflect on how inclusion and care matter in everyday working life. Feeling understood, respected, and valued at work plays a quiet but powerful role in our wellbeing. For some, this comes easily. For others, it can take time, trust, and the reassurance that their voice matters.

Taking time to listen, showing kindness, and remaining curious about different experiences can help create environments where people feel safer and more connected. This way Wellbeing can be shaped through small moments that can transform our working environment.

As we move through February, let us focus on the simple actions that support one another and strengthen a sense of belonging across our workplaces.

Nat Clewley, Clinical Director – Wellbeing Solutions



Everyday Inclusion and Care

Inclusion and care are shaped by the small moments that happen every day at work. February is a time to pause, notice how we connect with one another, and consider how listening, understanding, and kindness show up in our teams.

Simple actions can make a real difference:

- Encourage open and respectful conversations.
- Notice and appreciate small acts of kindness.
- Be mindful of different experiences, needs, and perspectives.

This month includes moments such as Time to Talk Day, LGBT+ History Month, and Children's Mental Health Week. Together, they offer a gentle reminder that inclusion begins with awareness and is sustained through everyday choices. When care becomes part of how we work together, teams feel safer, more connected, and better supported.



What's Going on This Month?



1st – 28th LGBT+ History Month

A time to recognise the contributions and experiences of LGBT+ people and to reflect on how equality, respect, and allyship are lived out in everyday workplace culture.



5th Time to Talk Day

A day that encourages people to make time for open conversations about mental health, helping teams listen with care and build understanding together.



23rd – 1st March Eating Disorder Awareness Week

A week that encourages greater understanding of eating disorders, promotes supportive conversations, and helps challenge stigma around body image and self esteem.

Creating a Culture of Care Through Small Choices

- ✓ **Check in with others** and listen without rushing to respond.
- ✓ **Use inclusive language** and be open to different perspectives.
- ✓ **Notice and acknowledge** small acts of kindness.
- ✓ **Make space for people** to share how they are feeling, if they choose.



Creating Space for Care and Connection

Feeling included and supported plays a vital role in our mental wellbeing. When people feel able to be themselves at work, to speak openly, and to be met with understanding, it reduces isolation and strengthens resilience. February's focus on inclusion, kindness, and conversation is a reminder that wellbeing is shaped not only by policies, but by how we treat one another every day.

Through the Employee Assistance Programme, we can offer reassurance, whether someone is navigating stress, personal challenges, or simply needing space to talk things through. By continuing to create environments where care is normalised and differences are respected, workplaces lay the groundwork for healthier conversations, stronger relationships, and sustainable wellbeing throughout the year.

Getting the Best from Your EAP

- ✓ **Support at any time**, day or night, for concerns such as stress, sleep, emotional wellbeing, or periods of change.
- ✓ **Help for managers**, offering guidance on navigating difficult or sensitive conversations with confidence and care.
- ✓ **Access to specialist information and support** on topics including menopause, ADHD, and wider mental health awareness.
- ✓ **A confidential and cost-free service** for all employees, where every concern is treated with care and respect.

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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Mental health



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