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## **Tips shared during our 17<sup>th</sup> November 2022 webinar**

### **“5 ways in which employers can help men to help themselves”**

**The 5 big killers of men which Helen mentioned are:**

1. Cardiovascular
2. Prostate cancer
3. Lung cancer
4. Bowel cancer
5. Suicide

**The 5 actions Movember promotes to encourage men to prioritise their health:**

1. Talk
2. Connect
3. Know your numbers
4. Move more
5. Know thy nuts

**Summary of the 5 ways employers can help their men are:**

1. Offer accessible support
2. Speak men's language
3. Make it personalised
4. Supporting men is a team effort: It's important to educate and train
5. Look after their mind, body & money

## Tips shared by around what attendees are doing to support male colleagues

We have a men's network/forum, alongside ones for women, LGBTQ and BAME. This runs alongside a Wellbeing Buddy system where we have a number of Buddies trained to signpost staff to sources of support.

We have Peppy men's health to support male colleagues. We have a lot of guest speakers and a Mental Health & Wellbeing taskforce.

We create men's health content for our colleague app.

We have MHFA to support employees as well.

We provide health cover and health screenings. It is offering cancer screenings to all staff in the UK next year. In my function, we have regular sessions promoting mental health and we focused on men's mental and physical health this week. We have MHFAs as well across the business.

We have recently started a Men's Network, to run alongside our other D&I Networks, focussing on a range of men's issues.

We have a dedicated Wellbeing team which we encourage everyone to engage with. We also have private healthcare which has various mental health avenues that can be accessed. We also hone in on men's health as part of our monthly focuses, along with promoting prostate cancer awareness.

We have a wellbeing calendar that promotes awareness for women and men

We will be sharing a men's group podcast for international men's day tomorrow. I have attended several meetings, where men speak freely about some very challenging issues, so we are perhaps the exception, rather than the norm. [In response to a question about how this level of openness is achieved] - Our men's group is a safe space in DEI terms, rather than part of our health and wellbeing strategy, though the two obviously support each other. I think the secret to all this is Brene Brown's advice to lean into the vulnerability, as a way of challenging shame. That is why I think our men's group works, because we are all comfortable being vulnerable with each other.

Even though wellbeing and DEI can have separate organisational leads, I always say, DEI is the hand in the health and wellbeing glove, that gives it power. In other words, we can only expect others to engage with our DEI strategy if they feel well and invested in first. As for the connection between DEI and our health and wellbeing agenda, one of our team is on our national wellbeing working group, so it is joined up at a strategic level.

We have a guest speaker coming in to talk about his experience with Mental Health for International Men's Day.

We have a male sponsor from our Senior Lead Team for our Mental Health & Wellbeing Taskforce.

We have Movember in the office and we have raised nearly £700 for Men's Health.

We have a competition at the end of the month to auction and bid on a couple of the guys to shave their Mo's off

We are a remote business, alongside grow a mo for Movember, with a company poll at the end for the best style. We have also asked all our male colleagues to write a blog on **what are the 5 tips they would tell their younger self?** This worked really well for International Women's month. It encouraged people to talk about both personal and professional challenges

[On whether women can help male colleagues to engage with health] Same way we get men involved in our menopause sessions! But we also provide women only spaces and conversations. We do something similar with men's health - the mixed groups are so important, but sometimes we get male groups where the conversations are very different. We need both.

## **The main obstacles attendees are facing around male colleagues' health**

For me it's the engagement piece. Men don't like to talk!

The main problem we have is getting men to talk. There is still massive stigma out there especially with men

For us, it's getting the men to speak more

Problems can lie in people missing content we create and post. Easier for me in the office because I'm open talking about most things!

Should you approach male managers differently when doing engagement/cultural initiatives around wellbeing in the workplace to support their teams?

How do you engage men to talk and use the benefits we provide?

We have private healthcare that can be accessed but uptake from male colleagues I manage is low. We have MH champions as well but again I still find as a that manager male colleagues are often at crisis point before they approach. I guess what I am hearing is that we need to create an environment where our male colleagues can approach with confidence.

I think the challenge is helping those who work from home to feel as connected as those who work from our sites and I don't yet have an answer for that one.

## **When it comes to training...**

We are looking to train our Senior Lead team and Line Managers to give them the support tools and resources to have these conversations with employees

We have a module on conducting difficult conversations, but I have not considered the role gender differences have to play in safeguarding relationships and resolving differences.

Our managers have also gone through the training to help them have these conversations during 1-1s

The training we've provided recommends that each wellbeing buddy completes their personal health and wellbeing plan, that they can then share with their line-manager. We also encourage individuals to share one-page profiles, in which they can share what makes them tick, what is important to them and how they want to be supported.

## **And finally, a few of the thank yous**

I've really enjoyed the session. Thank you

Thank you everyone, great session, learnt lots

Thanks everyone, brilliant session, love all the input from both panellists and participants!