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workplace culture / mental health / wellbeing

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**INTERACTIVE WEBINAR**  
From the Boardroom to the Bedroom:  
Examining the role of businesses in  
supporting ALL aspects of men's health

Tuesday 13 June 2023, 10.00am - 11.00am

The graphic features a dark green background with white text. Below the text is an illustration of a man in a suit sitting at a desk with a laptop, surrounded by gears and a clock. Below that is an illustration of a man in a red shirt lying in bed, with a target icon and an arrow hitting the bullseye. The text 'INTERACTIVE WEBINAR' is in green, and the rest is in white. The date and time are at the bottom.



**Dr Shaun Davis**,  
Group Director of  
Safety, Health &  
Wellbeing, **Belron  
International** and  
author, "**Positive  
Male Mind**"



**Claire Walsh**,  
Health, Wellbeing &  
Injury Prevention  
Manager,  
**BAE Systems**



**Helen Lake**,  
Director of Men's  
Health Services,  
**Peppy**

## Links & tips shared in the chat

### Links:

Here is the YouTube video that was referenced from Prostate Cancer UK:

[https://www.youtube.com/watch?v=-iOR4IB6\\_xs](https://www.youtube.com/watch?v=-iOR4IB6_xs)

Here is the link to the interview with Ruth Pott which is referenced:

<https://makeadifference.media/culture/we-address-the-things-that-men-want-to-know-about-and-clearly-sex-is-one-of-those/>

Here is a link to the Men's Forum Man Manuals which are referenced:

<https://shop.menshealthforum.org.uk/collections/man-manuals>

### Other ways suggested in the chat which employers should support male health (which weren't listed as options in the warm-up poll):

- Diabetes awareness/ symptoms/ prevention
- Support around male hormonal health and urinary incontinence either following or during prostate cancer treatment.
- Cognitive health
- I would even argue financial health which isn't unique to men but definitely something that is very relevant these days.
- Shaun Davis: Hugely important. I looked at physical, mental, financial and emotional health in my doctorate.

### In response to our question to the audience: Why do you think that men find it hard to access health support?

- I am also from the North East, mining communities and have worked predominantly criminal justice for my whole career. It's still full of stigma and that needs to change.
- Fear of not being seen as "masculine". The masculinity trap.
- Upbringing, culture, career type, social status, it's multi layered over a long period of time.
- We need to stop using "toxic masculinity" - if a woman didn't go to the docs we wouldn't say that was "toxic femininity"

## **Around the importance of partnering to engage men with being open about their health:**

- Menopause I believe is in men too. We can learn from each other
- From Helen Lake - Peppy : Yes men can experience the 'Andropause' and many of the symptoms are similar!

## **Audience's tips & challenges around how they are engaging male colleagues with their health:**

- We did a great video of 4 colleagues sharing experiences - had so many people message us to say thanks for sharing, it was very moving and impactful: got the points across!
- We have women's network group within our organization so why not have one for men, I think this would be so beneficial as a space to talk and share
- We have a new men's listening group at my organisation. The challenge we're finding at the moment is getting men to those sessions, but people do benefit when they attend. I think it's a great way of people realising they're not alone in their thoughts/experiences
- We do that at work, had a male colleague who talked about his own mental health and suicidal ideation last November with Andy's Man Club in a webinar format and then follow up with coffee and face to face chats in offices afterwards for those who wanted to talk.
- Yes, definitely on various topics but not specifically on men's health (menopause, MH and wellbeing etc) and this is something we are now looking to do through a new employee resource group, so is owned by people willing to share and be advocates to raising awareness across the company etc.
- I think that may be our challenge, getting people to attend and also someone to lead the group
- We balance the video with fun activities too - our men are off for quick cricket in the park as a lunchtime activity today as a safe space to talk and an activity/'excuse' to get together to talk about health.
- Really helped to increase awareness of the support services available at work and in the community.
- We have a women's network of over 100, but a small men's mental health group of approximately 16. However, fewer than six attend our monthly meetings.
- Dr Shaun Davis - Belron International and author : I am a Trustee of the Men's Health Forum and their resources (specifically the man manual) are well worth looking at!
- We have a Men's Network. Recruitment is sadly hard to increase
- I agree - we have a 70/30 women/men ratio and only women volunteered to join the first ERG. We have no male representation but it is voluntary. We are now actively trying to encourage men, especially new hires, to join in.

- Then maybe packaging these meetings as 'Men's performance at work' would bring more people in?
- We have distributed the Man Manuals the last 2 Mens Health Weeks and they are a great resource and well received: <https://shop.menshealthforum.org.uk/collections/man-manuals>
- I've just been having a look at those thanks they look good
- We've been sharing our Employee Assistance Programme offerings by subject instead of focusing on a particular group.
- on the EAP point. How have you found sharing details of EAP among wider workplace staff (particularly those without computer facing jobs). In my personal experience, also backed up by research, knowledge of the existence of EAP programmes seems to be "gatekept" by line managers.
- Our organisation is SaaS so it's probably little easier to make announcements and drive recruitment. We've also had our HRBPs or Total Reward members do 'guest spots' in Manager roundtable meetings to let people know when we're offering various sessions. I should add our HRBPs and TR will also attend departmental meetings which average about once per quarter.
- Dr Shaun Davis - Belron International and author: "Speak through other peoples' mouths"...
- Our EAP is accessed by more men than women we have a mixture of computer facing employees and not we send out regular info on the EAP along with posters everywhere in work spaces and give informal talks on services provided, we also have MHFA who spread the word
- I think men listen more and take it on board more if it comes from male peers
- I don't think it's a problem that women are involved. The problem is that men aren't as involved. Allyship is a big thing for everyone
- We were thinking of having a "Men's Health" moment at the start of key meetings - just a 5-minute overview on support & wellbeing resources which are available. We find that a lot of men who work in operational roles don't have as much time to search our wellbeing pages on things like our EAP, financial wellbeing support etc
- From Dr Shaun Davis - Belron International and author : Simple, clear, messaging...
- We also have marketing collateral which we can share out on our own social medial profiles. This helps not only for branding but we are often connected on social profiles to other employees so it helps broadcast.
- We ran a survey and the went out to talk to small groups about the results and ask them what they want in terms of support. These groups worked really well and some conversations were very open and honest. In a big company like ours making people feel listened to, moves them on from being quite cynical that well being is box ticking. Also most meetings we have someone who waits till others have gone to discuss worries.

**In response to question: One of the points I find difficult is providing the patients with the options. Beyond the exam itself (not pleasant but also not painful) How to deal with results? In particular a positive result? The patient has options, this must be respected, feel safe. Thank you for your opinion**

From Helen Lake - Peppy : I think the best strategy is to give men the options and make the point that the PSA test is not ideal but it's the best we have currently. It's an indicator. We tell our men

that it could be high but no cancer present etc Now the next step would be MRI rather than prostate biopsy. Then when results are in supporting them with treatment options. The NHS do a decision help leaflet and prostate cancer uk is amazing!

Thank you Helen. Helping men overcome fear and lack of control on next steps. Not only prostate but all medical results. I see either denial or hypochondria. There's a cultural change that needs to take place.

## **In response to the question: Women are comfortable talking about "embarrassing" issues. How do we help remove the stigma that men feel in discussing what they deem "uncomfortable" or "embarrassing" topics?**

Useful tips in this profile interview with Ruth Pott from BAM UK & I:

<https://makeadifference.media/culture/we-address-the-things-that-men-want-to-know-about-and-clearly-sex-is-one-of-those/>

### **Thank yous:**

- Thank you
- Thank you panel :-)
- Thank you - very informative
- Thank you for a great session!
- Thank you for today's session, really enjoyed it, very insightful