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**make a difference**  
workplace culture / mental health / wellbeing

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Tuesday 27 June 2023, 11.30am - 12.30am



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## Links & tips shared in the chat of our 27<sup>th</sup> June webinar:

### 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:

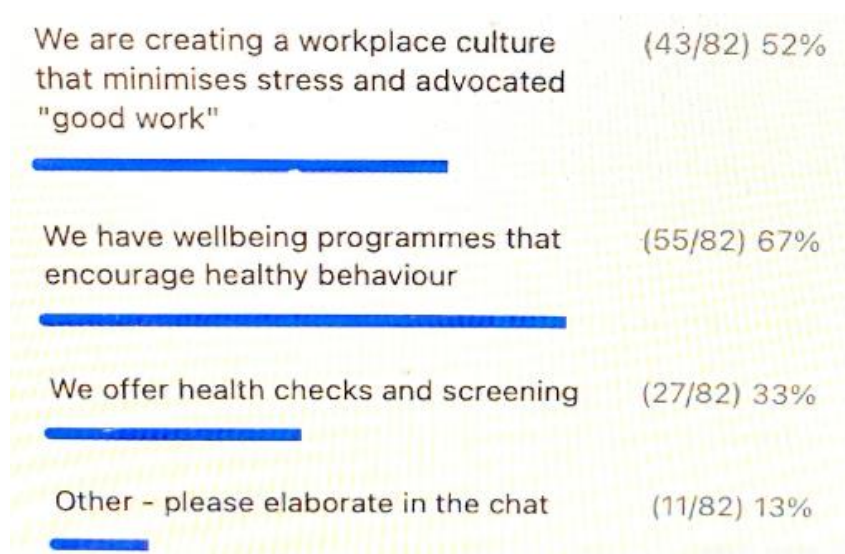
<https://shop.menshealthforum.org.uk/collections/man-manuals>

### Warm up poll results:

Q1: Does your organisation already take a preventative approach to supporting employee health and wellbeing?



Q2: If you answered “yes” or “somewhat” how are you taking a preventative approach to supporting employee health and wellbeing?



### **Other ways suggested in the chat in which attendees are taking a preventative approach to supporting employee health and wellbeing:**

- We are implementing the new health and wellbeing strategy
- Empowering staff to be their own wellbeing champions by allowing time and space to develop own personal wellbeing plans.
- We are trialling real-time co-creation, together with original content (briefed to film-makers). In addition, we have oversight from a 'Wise Counsel' of clinical experts around the world - specialists in their field.
- We have a Wellbeing directory which is broken down by our 5 pillars (physical, psychological, social, financial and career) and then under each pillar list of support items based on primary, secondary and tertiary tiers
- We have wellbeing ambassadors and are currently carrying out wellbeing roadshows
- We conduct welfare checks with employees and support them with a wellbeing plan so we as managers and colleagues, can help identify any triggers and support colleagues through them.
- Individualised Wellbeing action plans encouraged for all new starters
- We have a wellbeing strategy and specific wellbeing plans for different depts.
- Working with a supplier who provide workplace strategies for colleagues who are experiencing difficulties with their mental health in the workplace
- We have a wellbeing Employee Resource Group (ERG)
- We ran a Wellbeing month in May encouraging colleagues to spend time thinking about and acting on ways to support their own health
- We have a large demographic and endeavour to meet individual needs and requirements.
- During covid we started resilience and de-compression webinars as well as designed wellbeing interactive posters with links to emotional support financial support/grants, counselling etc. Post covid we had a MH first Aider program for people in social care to train

and support their colleagues. More recently there is awareness around menopause and menopause champion training.

- We have found over the last two years that mental health and wellbeing are significantly improved with health (temperature based) screening at office entrances. Adoption rates are high, creating safer working environments where people are less likely to contract infectious illnesses like Covid-19. This peace of mind has a huge business benefit.
- We have found that positive coping scenarios are very powerful
- I like that analogy of Pensions <> wellbeing...(from the webinar) that's really powerful.

## Challenges shared:

- We have all age ranges from Apprentices to 75 as our oldest employee. We also span 200 depots so find it difficult to engage with all groups and age ranges to really target their personal health and wellbeing issues. Main population however is white male between 35 – 55
- Multi-generation in the HE sector, vastly different views/engagement on workplace wellbeing. Student facing wellbeing is a very important consideration in the HE sector.
- I think one of the challenges with workplace prevention and engagement is the blurred lines between what is the organisation responsibility and what is the individual. our younger colleagues tend to be well versed on their own responsibility and choices but less aware of what is the responsibility of the organisation.
- Some employees are engaging in preventative measures, evidenced by utilisation rate. We struggle to communicate what we have to our frontline employees, how would you suggest?
- I work in a male-oriented industry which seems to be a barrier in itself. Struggling to get people to understand that wellbeing isn't just something that the Wellbeing Champions 'do' at work - it's a 24/7 thing.
- I'm working with the new entrant group at our business. Mainly 20-30s. In finding mental health conversations are more open with this group. While our older and more established staff don't open up on the subject
- Challenges -getting people to talk about wellbeing in 121s, not just work issues. Some pockets of really good practice, but less so in others.
- Some people worry about the balance of individual choice vs nanny state
- I concur with previous point - engagement levels and willingness variable - male mental health and men's general health a real challenge - important to ensure EDI considerations addressed and Neurodiverse considerations too.
- Some of the challenge is cultural differences is thinking about prevention and wellbeing, and gaps of self-awareness of what an employee needs at what points. I suppose building self-awareness around holistic health should begin in an early age for the person to be able to deal later on.
- Since the introduction of flexi and hybrid working, engagement seems to be an key issue. Pandemic has also blurred the lines around employer and employee responsibilities and expectations. Leaders also aren't equipped to deal with wellbeing issues.
- Addressing unconscious biases in a multigenerational workspace is essential but often overlooked.
- Agree with previous point. This was a recent challenge from colleagues about where the role of the employer starts and finishes.

- Barriers - can be workload, to have time to reflect to
- How would you manage an always on workplace? e.g. a premier league football club for all employees?

## **Regarding engaging a multi-generational workforce & meeting diverse needs:**

- Quick point re. multi-generational perceptions and behaviours; our own in-house trial of different types and formats of original content has been insightful, when it comes to proactive engagement across different ages and gender.
- A clear and visible wellbeing preventative strategy across organisations will attract diversity of talent.
- Drawing from my clinical background in chronic conditions (MH, pain), I find pitching wellbeing initiatives according to behaviour change models (i.e. stages of change) means that I can invest in staff no matter where their readiness levels are. I know I won't capture everyone in an 'action stage' at all times. Targeting those who are contemplative or pre-contemplative is still a great investment of my time (as a Staff Health and Wellbeing lead).
- It is very important to consider how genetics and family history play a role (which is important when considering ethnic minority groups particularly e.g. Prostate Cancer in black men), as well as how help seeking occurs in different cultures, generations and minoritized communities. This relates to screening uptake too.
- Improving psychological flexibility provides the greatest reward in work and personal life.

## **On presenteeism**

- Would be very interested in the panel's view of presenteeism in academic sectors in particular and workplace wellbeing engagement in an environment that doesn't necessarily operate with clear 9-5 work boundaries for when people are working.
- I see that presenteeism is the increase, alongside a dip in engagement, and I'm sure there's a correlation with home working. Finding reasons to collaborate and drive the plan forward, in person, is really critical.
- I can see when talking about individual differences in health (taking more psych perspective) makes the topic more difficult when focusing on group psychology - peer pressure, social norms and so on..

## **Other questions**

- What thoughts do the panel have to move the dial forward on employees 'saying' openly that they need time off for mental health reasons, in the same way as they might for physical health conditions and how might this shift speak to an emphasis on preventative wellbeing practices in the workplace?
- What would you say are the 'top 5' or '5 must haves/staring places' for a preventative programme for companies starting this journey – answered during the webinar

## **On psychological safety:**

- How can we encourage more psychological safety in the workplace, from both a manager and employee perspective?

- In my old organisation, I did a lot of work promoting Psychological safety. We ran workshops for specific teams who had to create their own Team psychological safety charter as a result of everyone in the team completing a survey around what they thought could be improved.
- How do you approach initiatives regarding interpersonal risk? - e.g. being able to speak up without fear of judgement, power dynamics
- Here's a Make a Difference article around Psychological Safety at Work (esp the role of leaders), should anyone be interested: <https://makeadifference.media/mental/how-can-leaders-create-psychologically-safe-workplaces/>
- Amy Edmondson and Simon Sinek (he has some great Ted Talks) are great people in the Psychological safety field to follow!

## On measurement

- Like lots of leaders in this space, I find robust measurement en masse really challenging.
- Two important points from Lyz to build on:
  1. Measurement - we've found positive response and engagement when asking employees what THEY believe the org. should prioritise; this aligns better health outcomes with better org. performance.
  2. Younger employees and PMI - there's an enormous opportunity for insurance co.'s to design health, life and wellbeing services that are tailored to real-time need. (Nb. Real-time Risk Assessment ins. has been the fastest growing sector in US insurance over past 5yrs.)
- Interesting to hear that. RE: your second point, I was involved in wellbeing support (trauma prevention) for the London Nightingale Hospital in London in 2020 and we developed a real-time wellbeing risk assessment approach (called Psychological PPE) in parallel to the viral risk assessments that were so prominent at the time. Glad to hear that approach is on the up as we saw it work really well.
- Musculoskeletal issues are the number one cause of sick leave along with stress and are so multi causal. Indeed, IOSH has just found that this figure had risen recently compared to previous years data. So complex to show an ROI of an ergonomic or other preventative program, but we know that sometimes simple educational guidance on behaviour change can be highly effective - love the focus on outcome expectations. We often find that struggling with musculoskeletal issues are under declared as employees are unaware of the correct behaviour changes that can reduce their pain.
- Completely agree, Sally. Those corridor snippets of feedback are meaningful and informative, but I struggle to "write those up" as part of my evaluation. You've prompted me to collect this feedback better. It does matter.

## On leadership:

- Which initiatives did you put in place to encourage top-management and CEO to promote well-being and particularly mental health? As their voice is also important.
- Is that monthly line managers wellbeing drop-in sessions with topics/speakers that Sally mentioned - my internet went off but I think that's what Sally said?

## Thank yous:

Thank you all for a very insightful and engaging session.

Thank you for a really helpful session!

Awesome session, thank you so much for contributing! so much to think about!

Thank you for a superb session today.

Lots of good ideas to reflect on, thanks

Thanks everyone - brilliant!

Thanks everyone great discussion

Appreciate everyone's time - thanks all.

Thank you for your insights

Thank you all, interesting session.

Thank you - plenty to think about

Thank you very much, really interesting

Thanks for the session everyone

Thank you amazing session

Thanks. Really enjoyed it.

Really enjoyed listening to this - thank you so much

Thank you

Thanks to all, great session

So inspirational to hear all that you do