

Thriving at Work Mental Health at Work Intervention Summary

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| Name of intervention | <i>Mental Health Wellbeing Panel Discussion</i> | |
| What does it aim to achieve? | <p><i>Aims</i></p> <ul style="list-style-type: none"> • <i>Have an open conversation about mental health from a 'Lived Experience' perspective and provide an opportunity for staff to ask questions</i> • <i>Bring diversity into the mental health conversation (race, age, sexuality, gender identity)</i> • <i>Raise awareness of the impact of poor mental health on family life and work life</i> • <i>Raise awareness of resources available to staff</i> <p><i>Measuring impact</i></p> <ul style="list-style-type: none"> • <i>Feedback from staff</i> | |
| What evidence supports it? | Anecdotal – staff feedback post event (staff expressed appreciation and some remained to have further discussions with panel after the workshop). Guest speaker shared post on LinkedIn with very good engagement – 67 'likes' and 13 comments. | |
| Costs | £0 | |
| Effort levels | <i>Medium – invite guest speakers (external and internal); liaise with Comms Team to promote; arrange comms photography for the day; room booking and set up. Lunch & Learn setting 1hr event over the lunch period. One meeting before the event with the speakers to discuss content and get to know each other.</i> | |
| Links to resources | N/A | |
| Local sponsor | <p><i>Name: Sharon Woma</i> <i>Organisation: Bristol North Somerset & South Glos. CCG</i> <i>Contact details: thrive.bristol@bristol.gov.uk</i></p> | |
| Local case study | <p>The Bristol, North Somerset & South Glos. Clinical Commissioning Group (BNSSG CCG) hosted a panel discussion during Movember to raise awareness of men's mental health. The speakers included staff from the LGBT+ network, a mental health first aider, the inclusion coordinator (EDI lead, and only woman on the panel) and a guest speaker (community activist). Twenty members of staff attended the event and the conversations centred on lived experience, stress at work, impact of intersectionality (being gay, BAME or transgender and male), the impact of discrimination on mental health; and what resources were available to support staff.</p> | |
| Links to Thriving at Work Core Standards? | | |
| Produce, implement and communicate a mental health at work plan | | N |
| Develop mental health awareness among employees | | Y |
| Encourage open conversations about mental health and the support available when employees are struggling | | Y |
| Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development | | N |
| Promote effective people management through line managers and supervisors | | N |
| Routinely monitor employee mental health and wellbeing | | N |