



Time to sign up to the Employer Pledge

Time to Change and your Kingston Hub

Time to Change is a growing national movement working to change the way we all think and act about mental health problems. We've already reached millions of people and begun to improve attitudes and behaviour.

Despite the progress we've made, we know that many people still don't consider mental health relevant to them. They don't believe mental health problems are likely to affect them or people they know.

But the reality is that mental health can affect anyone. Statistically, 1 in 4 of us will fight a mental health problem in any given year. That's why our work is so important. No one should have to fear being treated differently because of a mental health problem.

We are a social movement

At the core of our movement are passionate people who want to change the way we all think and act about mental health. That includes thousands of people who have their own experience of mental health problems.

Time to Change is made up of:

- Hundreds of Time to Change champions across the country campaigning in their communities
- Our network of Hubs bringing local organisations together to change attitudes in their area
- Hundreds of employers, and their employees, putting mental health on the map in their workplaces
- Thousands of schools delivering assemblies and lessons on mental health, and supporting young campaigners to influence their peers

- Thousands of people joining in our online community and campaigning through social media

Through sharing our stories, calling out stigma and discrimination and helping others to talk about mental health we are using our own experiences to change the attitudes and behaviour of a nation.

Creating change through partnership

Kingston upon Thames became a Time to Change Hub early in 2018. The Royal Borough of Kingston (the Hub Host) and Healthwatch Kingston (the Hub Co-ordinator) are working in partnership with a range of local stakeholders to ensure mental health anti-stigma and discrimination work and policies are embedded across Kingston.

Partners include, local employers, the NHS, education providers, emergency services, the wider voluntary sector and youth organisations. Many came together in June last year to workshop local plans for the Time to Change Kingston Hub.

Stephen Bitti, Chief Officer of Healthwatch Kingston said: "Developing ideas with a range of enthusiastic local people, many with experience of mental health, has created a step change in the way Kingston thinks and acts about mental health problems. Our partnership looks forward to continued leadership from the Kingston Chamber of Commerce, through the promotion of the Time to Change Employer Pledge, so that anyone living in the Borough can learn about and get involved with this important social movement campaign."



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What is Time to Change and the Employer Pledge?

When you sign the Employer Pledge you demonstrate your commitment to change how we think and act about mental health in the workplace and make sure that employees who are facing these problems feel supported.

By signing the Pledge you will join a growing movement of more than 800 employers in England across all sectors from FTSE 100 companies and leading retailers to Government departments and local authorities.

Why sign?

Mental health is an issue your organisation can’t afford to ignore:

- 1 in 4 British workers are affected by conditions like anxiety, depression and stress every year
- Mental ill-health is the leading cause of sickness absence in the UK, costing an average of £1,035 per employee per year
- 95% of employees calling in sick with stress gave a different reason

Looking after the mental health of your employees makes business

sense: tackling stigma can make a real difference to sickness absence rates, presenteeism levels, staff wellbeing and productivity, and retention. Since signing the Employer Pledge, 95% of employers said it had a positive impact on their organisation.

What happens when I sign up to the Pledge?

Step 1. Submit your action plan

Step 2. Time to Change reviews your action plan and provides feedback in four weeks

Step 3. You will then have two weeks to resubmit your action plan

Step 4. Once approved Time to Change will send you a pledge board for your signing event

Time to Change will work with you to develop an action plan to get your employees talking about mental health.

This could include small actions such as running events for World Mental Health Day, to larger ones such as training line managers so they feel comfortable having conversations about mental health with their line reports.

Once your action plan has been finalised, Time to Change will send you a Pledge board that a senior leader can sign in front of your employees to mark your commitment.

Time to Change will offer dedicated support throughout the Pledge process as well as a year of support after you sign. This includes coaching on your action plan, connections to other employers (look at the Time to Change map to see who has pledged) and free masterclasses where you can learn from leading employers on how they have achieved success. Find out more about the Time to Change Employer Accelerator Programme.



It's Time to Change
the way Kingston
thinks about
Mental Health

Healthwatch Kingston is the independent champion for people who use health and social care services.

We’re here to find out what matters to people, and help make sure their views shape the support they need.

There is a local Healthwatch in every area of England. We listen to what people like about services, and what could be improved, and we share their views with those with the power to make change happen.

www.healthwatchkingston.org.uk/TTCkingston

We also help people find the information they need about services in their area.

We have the power to make sure that those in charge of services hear people’s voices.

As well as seeking the public’s views ourselves, we also encourage services to involve people in decisions that affect them.

Contact:

Stephen Bitti

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Healthwatch Kingston

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Survey reveals workers' failure to tackle stress

New research has suggested that too many professional workers are failing to do enough to relieve stress outside of work.



STRESS
RELAX

A survey of 1,015 UK adults in employment, carried out by learning marketplace Obby.co.uk, revealed that professional services workers – such as those in accountancy and law – are the worst in the UK at taking the time to relieve their stress levels, with 58% admitting they do ‘little or nothing’ to manage the problem. Professional services workers were closely followed by those in education and healthcare, with 55% and 53% of staff in these sectors respectively confessing they are guilty of failing to address stress.

For the overwhelming majority of professional services workers who claimed this was the case in the survey, it was a lack of free time that was the biggest obstacle (78%).

According to the research, for one in ten people in the sector money was the reason post-work stress relieving activities are not pursued.

Of those who do regularly take measures to reduce work-based stress, exercise and sport top the poll of most popular activities; 44% find relief from a physical outlet, while enjoying personal interests and hobbies came a close second (39%).

A total of 35% of respondents say that they turn to spending time with friends and family to relax them.

Tom Batting, co-founder at Obby.co.uk, said: “It’s extremely worrying how many workers within professional services claim they do not prioritise getting the stress relief that is so important for maintaining their mental health.

“The irony is that this can actually become a vicious cycle – if we don’t make time for stress relief, this can lead to becoming more stressed or even burnout,

both of which can reduce productivity further.

“It’s in professional services managers and bosses’ interests to ensure that employees actually do take measures to manage their stress levels, whether that’s communicating how important this, allowing them flexi-time so that they can attend whatever activity it is that they do to relieve stress, or even providing classes or workshops for their workforce.

“As well as reducing stress, this can positively impact on employees’ focus, concentration and efficiency in the workplace, which are particularly key in industries such as law and accountancy, where attention to detail and precision are especially vital.

“We see this time and again – employers who provide workers with healthy and stress-busting ‘perks’ like yoga, meditation or even arts and craft workshops reap the rewards in a more productive – and satisfied – workforce.”

Absence figures trigger concerns

New research from Direct Line for Business reveals that workers took 4.3 million sick days between 2014 and 2017, with 568,000 being the result of an accident in the workplace.

Employers are losing on average 1.4 million days of workers’ productivity each year due to sickness, according to the report.

Since 2014, an average of 3,927 workers a day have called in sick to work and 147,000 have been off for more than seven consecutive days.

The construction industry alone lost 392,000 work days between 2014 and 2017 due to employees self-reporting illness caused or made worse by their job. Stress, depression or anxiety are the most common illnesses

keeping people off work, with more than 12.5 million days lost by more than 526,000 workers in the 2016/17 financial year alone.

Musculoskeletal disorders, breathing or lung issues, upper limb or neck problems are other common ailments that keep workers from attending their job.

Matt Boatwright, Head of Direct Line for Business, said: “Our research highlights that further improvements could be made to ensure productivity does not suffer due to sick days following accidents at work.

“Many jobs are dangerous, but the construction industry in particular comes with a lot of risks. A simple slip or fall could have disastrous consequences for an employee and a business as a whole.

“Business owners should ensure they have the appropriate cover in place to cover them should they be liable for an accident occurring due to the work they are undertaking. Employers’ liability will cover them if an employee is injured and public liability cover will be required in the event that an injury is caused to a third party.”



Emergency First Aid at Work

6 hour one day First Aid course.

This can be completed in one day or two half days and is the minimum level of training required in the workplace.

Courses can be arranged at your place of work, home or a venue close to Kingston upon Thames.

This course will give you the skills and confidence to assess and deal with the many situations that you may come across in your work place and everyday situations.

Situations covered include:

- The roll of the First Aider
- Recording of incidents and accidents.
- CPR
- AED – (automated external defibrillator)
- Recovery position
- Choking
- Seizures
- Bleeding
- Diabetes
- Asthma
- Sprains
- Fractures
- And much more

Courses offer vital knowledge on how to deal with emergencies that can crop up and how to keep yourself safe whilst doing so.

Courses are always fun to aid learning and can be taught to a minimum of 2 people to a maximum of 12 people at one time.

Dates for your convenience.

For further information please contact Kay Galbraith on 07764 795027 or email kaygalbraith@googlemail.com

www.firstaidtrainingkingston.co.uk



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