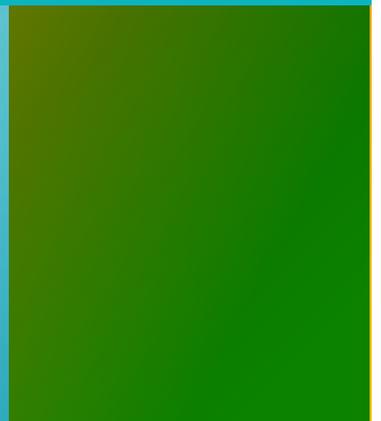




# Stress Reduction & Mental Wellbeing

Resources & Toolkit  
for Employers



# Overview

Understanding mental wellbeing, stress and anxiety is something that an increasing number of workplaces are looking to address. Our Healthy Workplace Award provides a framework of support for employers to create a culture of openness and trust in the workplace, to work towards reducing stigma around mental health providing an infrastructure of support for employee mental wellbeing.

**There are also lots of free sources of advice and support available to access.**



## Local Resources & Support at All Levels for Signposting

**Gloucestershire County Council** have put together a comprehensive [Looking After Your Wellbeing](#) guide on their website. They offer advice on how to follow the '5 ways to Wellbeing' model from 'Mind' as well as a comprehensive list of local and national mental health support services that can be accessed here [Gloucestershire Mental Health Services](#). The information is tiered for ease of use from 'Crisis Support' to 'Self-care tools to look after your emotional wellbeing.' It is worth all managers having access to and getting familiar with this information to signpost staff who may benefit from further support.

**GLOW Gloucestershire Wellbeing – Positive actions for better mental wellbeing**  
Show your organisation's commitment to this initiative by declaring your pledge here [The GLOW Pledge](#)

**The Access to Work Mental Health Support Service**  
In Gloucestershire this free service is delivered by Remploy on behalf of Access to Work. Find out more here [The Access to Work Mental Health Support Service](#)



# National Online Resources

## Every Mind Matters

From the [NHS 'One You'](#) resource centre, the Every Mind Matters Campaign have developed their resources to support people with their mental wellbeing through coronavirus and beyond. They have created a new 'mind quiz' which gives a personalised mind plan for simple steps to look after our mental health and wellbeing.

## The CIPD

In collaboration with 'MIND,' CIPD have developed a [Handbook for Managers](#) on mental health in the workplace. There is advice, suggestions and tips on how to have conversations around mental health and wellbeing in the workplace as well as facts and information on mental health.

They also have a new comprehensive section on [Coronavirus \(COVID-19\): Mental health and returning to the workplace](#)

## The Mental Health Foundation

Information [Looking after your mental health while working during the coronavirus outbreak](#)

They also have a published a guide on [How to support mental health at work](#) for employers.

## The Health and Safety Executive HSE

Guidance on [Mental health for line managers](#) and a [Talking Toolkit](#) online. If your company does not yet have one, it is worth developing a stress policy. The Health and Safety Executive offer advice and an example stress policy on their website here [example Stress Policy](#)

## Time to change

[Time to Change](#) is a growing social movement working to change the way we think and act about mental health problems. There are lots of free workplace resources on their website that can be used to show employees that you are open to talking about mental wellbeing, making them more likely to open up.

## Mental Health at Work

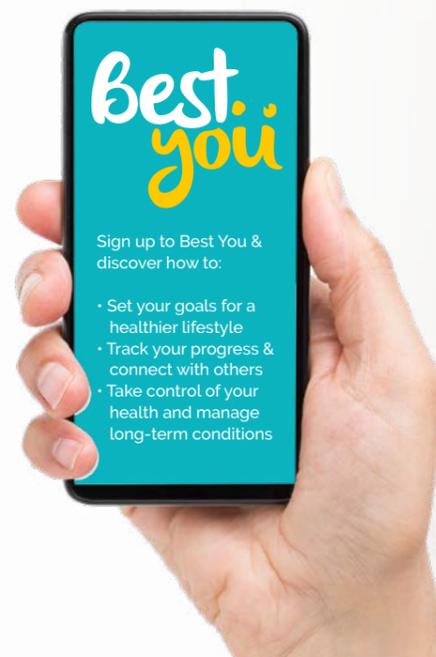
Information on [Coronavirus and isolation: supporting yourself and your colleagues](#).

## Public Health England Toolkits

In partnership with Business In The Community, PHE have produced a series of toolkits to support employers with Health and Wellbeing matters in the workplace. You can download their [Mental Health for Employers - Toolkit](#) and their new [Covid 19 Toolkit to support Employee Health and Wellbeing](#)

## Free Apps

A range of apps are available for helping to improve mental wellbeing can be found online here <https://www.nhs.uk/apps-library/category/mental-health/> and [www.best-you.org](http://www.best-you.org)



# Local Training

**Gloucestershire County Council have also put together some training resources for professionals and volunteers which can be found on their [website here](#) and include:**

**Mental health and wellbeing** during the coronavirus outbreak – accessible to all, gives an overview of what mental wellbeing is and how it is likely to be affected during the coronavirus pandemic.

**Remote Psychological First Aid** – accessible to all but is particularly relevant to NHS and social welfare staff, first responders and co-ordinators of community-led initiatives, providing supportive, practical assistance to those people who have been exposed to serious stressors.

**A conversation guide** (or "script") to supporting people through emotional distress to help those who may be contacting vulnerable people or people in states of emotional distress. It includes guidance on wording, appropriate questions to ask, how to phrase your questions, things to be aware of when speaking with someone, what support can be put in place, and signposting information

Suicide Prevention Training online is also available locally through the Zero Suicide Alliance via [this link](#)

**Healthy Lifestyles Gloucestershire** can offer Mental Health First Aid – short course (½ day) as funded training for charities and public sector organisations. To find out more please contact HLS on

**0800 1223788**

**Healthy  
lifestyles**  
Gloucestershire



# National Training

**Mental Health First Aid Training** is now available online with [MHFA England](#)

There are also a large number of private companies now offering either MHFA training or First Aid for Mental Health. Ensure you check how the courses are accredited, the course content, how it is delivered and the wrap around support that is offered before choosing the best training for your businesses.

## **British Safety Council**

BSC have some free online courses which include: Stress Awareness to help employees identify, manage and reduce their own stress. 'Start the Conversation' is aimed at both employers and employees to get people thinking and talking about mental health. British Safety Council's [free online courses](#)

**Psychological First Aid Training** from Public Health England Via Future Learn. Specifically designed to support frontline workers during Covid 19 <https://www.futurelearn.com/courses/psychological-first-aid-covid-19>



**Healthy  
Workplaces**  
Gloucestershire

[www.hwglos.org](http://www.hwglos.org)

0800 122 3788



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