

BFAWU Learning Services

Volume 1, Issue 5

November 2019

The BFAWU Learning Services team are now all Mental Health First Aiders

How are you ?
sad? stressed? anxious?
worried? hopeless? angry?
tearful? overwhelmed?
want help?

There are plenty of different types of support out there, and a Mental Health First Aider can help you access the support you need to feel better.

Mental Health First Aiders are a point of contact if you, or someone you are concerned about, are experiencing a mental health issue or emotional distress. They are not therapists or psychiatrists but they can give you initial support and signpost you to appropriate help if required.



Inside this issue:

Mental Health First Aid	2
Source of stress	3
Warburton's MHA	3
Address your stress	4
Hovis MHA	5
Fox's Biscuits MHA	5
Resources and Contact info	6

WEEKLY WELLBEING CHECK-UP

Try using this list each week to check in with your mental health

#ADDRESS YOUR STRESS

Where's my mental health today?

How do I feel today?

Mentally?

Physically?

Looking after my wellbeing

Am I drinking enough water and eating a balanced diet?

How did I sleep last night?

Did I feel rested when I woke up?

Is there anything I can improve?

How's my thinking today?

How are my thoughts making me feel?

Am I having unhelpful thoughts?

For free resources on spotting and challenging unhelpful thoughts, visit getselfhelp.co.uk or the NHS Apps Library

My Stress Container

How full is my container?

Am I using helpful coping strategies?

Are they working?

Learn about your stress container here: mhfaengland.org/mhfa-centre/resources



There are simple steps you can take to #AddressYourStress. Check out our resources at mhfaengland.org

Did you know?

- ◆ 1 in 6 workers will experience depression, anxiety or problems relating to stress at any one time (1)
- ◆ 1 in 5 people take a day off due to stress. Yet, 90% of these people cited a different reason for their absence (3)
- ◆ Every year it costs business £1,300 per employee whose mental health needs are unsupported (4)
- ◆ People with a long-term mental health condition lose their jobs every year at around double the rate of those without a mental health condition. This equates to 300,000 people – the equivalent of the population of Newcastle or Belfast (5)
- ◆ 15% of employees who disclosed mental health issues to their line manager reported being disciplined, dismissed or demoted (6)
- ◆ 84% of UK line managers believe they are responsible for employee wellbeing, but only 24% have received training. 49% of line managers reported a wish for basic training in common mental health conditions (6)



The English Project are actively promoting and supporting learning around Mental Health. We have access to “Let’s Talk about Mental Health” an awareness course and Mental Health First Aid training.

In October, the English Project Team were all trained as Mental Health First Aiders

“Doing the course has made me feel more at ease of dealing with a situation if it did arise either in the workplace or home life, with the way they drilled ALGEE into us it’s something that I don’t think I will ever forget.” Ben Lee

“Whilst this was a tough two days it was so worth it and I would recommend this to anyone who has those ‘listening’ skills” Carol Hillaby

“When Lisa suggested we do this training I was intrigued to find out what it was all about. We can see an injury, it’s evident, it’s there in front of us, but we can’t always see when someone’s not coping or when they are in turmoil.” Karen Plasom

“By doing the Mental health first aid training I am now better able to look after my own wellbeing as well as those that I come in contact with.” Kamran Ali

“The course gave me a better understanding and knowledge of what I had to look for and how to get help quickly.” John Fox

“Over the two days we learnt such a lot. The subjects were broken down into manageable sizes so we were not overwhelmed with such a delicate subject.” Lorraine Fox

“The training covered a wide range of mental health issues and taught how to spot signs of people in distress. It also gave some really important messages about changing the language we use when referring to Mental Health issues in the hope that it prevents the stigma attached to mental health.” Julie Oakley



Look out for the green lanyard and badge for your mental health first aiders

I am extremely proud of the team for taking on this training. It’s a really hard and sensitive subject but if we can help just one person, it will have been worth it!

If you need anymore information on this training, please feel free to contact your project worker.

SOURCES OF STRESS

#ADDRESS YOUR STRESS

Even happy events can cause stress in our lives. When it goes unaddressed for too long, stress can trigger mental and physical health issues.

Some common sources of stress include:

Life changes

Leaving home, getting married or having children

Divorce or relationship breakdown

Health scares or physical illness

Accidents or bereavement

Legal issues, arrest or imprisonment

Emotional

Peer pressure

Conflicting cultural values and beliefs

Coping with uncertainty



Physical

Late nights or lack of routine

Poor diet

Misuse of alcohol or drugs



Environmental

Poor housing or accommodation problems

Social isolation

Unemployment

Adjusting to new environments such as moving house or travel

Financial pressures



Changes at work

Starting a new job

Coping with an increased workload or a promotion

Poor relationships with colleagues or managers

Redundancy, or the fear of it



There are simple steps you can take to #AddressYourStress. Check out our resources at mhfaengland.org



Let's talk about mental health

In September we run a lets talk about mental health awareness workshop in the factory at Eastwood Nottingham. The course was put on by the BFAWULS and the course was run by Jo Gray from Chesterfield College.

In the course Jo talked about all different types of mental health and explained to all the students about the different signs to look for when dealing with any issues that may arise, and to make things clearer there was also explanations given on how to treat people and the do's and don'ts of a conversation with the person in distress.

On the course there was a mixture of Union Reps, management, HR, and senior management which gave the course a good mix of people for Jo to work with. The Branch secretary on site, Lee Pepper, was extremely pleased with how the course went and would love to carry on learning more in mental health.

The course went that well that Warburton's are looking at putting the course out nationwide after meeting with the project manager of the BFAWULS.



#ADDRESS YOUR STRESS

We all use unhelpful coping strategies sometimes, but as with any skill we can learn new, helpful coping strategies.

Here's some **self-care tips** to help **protect against stress**:

Try

Get moving! Physical and mental health are connected – so eat well and exercise to release endorphins. Find a fun activity that suits you and your schedule.



Setting aside time to have fun or indulge yourself – positive emotions can help build a buffer against stress.

Learning a new skill – whether painting, playing guitar or a new language.



Sharing how you're feeling – it's OK to ask for help and support.

Switching off from distractions – make time for yourself as a regular part of your routine. Schedule a reminder if you need to.



Avoid

Overdoing it on sugar, caffeine or alcohol – they're a quick fix which can increase stress in the long term.



Overworking and checking your emails out of hours – we all need time to unwind.



Spending **too much of your free time** in front of a screen – phone included. Don't feel pressured to always be 'doing' something.



Chasing perfection – it can create unrealistic expectations. Accept that mistakes will happen.



Bottling up your feelings and assuming they will go away – this can make things worse in the long run.



There are simple steps you can take to **#AddressYourStress**. Check out our resources at mhfaengland.org



MHFA England

Mental Health Awareness Course

On the 11th March we held a very successful Awareness day on site with 14 people attending across the Erith site. This was run by the brilliant, very informative tutor, Jo Gray from Chesterfield College .

The day started quietly, as most courses do, with Jo doing most of the talking, taking us through what Mental Ill Health is but it soon warmed up with people asking questions and talking about their own experiences. It was great to see people nodding along and pitching in, after all 1 in 4 people will experience some sort of Mental Ill Health or know of someone who has.

The discussions around the scenarios that Jo handed out was very informative and indicated what they had taken on board in the morning session.

At the end of the day, Jo sent the course lists to some of the attendee's because they want to carry this day on with courses and I'm sure they will.

Pat Kelly, Hovis employee and EC member BFAWU said: 'This was a good and enlightening day and I really enjoyed it. It would be good if we can get at least 1 more day to highlight this across the site'

Steve Finn, Regional Organiser BFAWU also attended and took part and he said: 'The Mental Health Awareness Day" that was delivered by Jo Gray, from Chesterfield College was very informative, well presented, and had first class content. It was easy to follow and an eye opener to say the least. Having attended the course with some knowledge of the subject, I clearly came out with a lot more. I would recommend this course without any

hesitation'

Donna Fordham, Training Coordinator, Hovis Erith said: 'I really enjoyed the day, Jo tackled a very hard subject and made it fun but Informative. I'm looking forward to taking it further by signing up to the course'

We are hoping, with the success of this day, to run at least one other day's awareness which could include other Hovis sites in the South. All in all, a very successful day.



Fox's Biscuits had 2 Mental Health Awareness courses run on their site, the first in March and the second in April 2019. The attendees were a good mixture of shop floor workers, Management reps and Union Reps. Mark Dickens the on-site BFAWU Branch secretary worked tirelessly in organising in the workplace for the courses. He worked with Paul Carbutt the training and development manager and they got the go ahead from higher management to run the courses.

The company were supportive of the sessions as they not only released their staff to attend and provided the room for the course to be delivered in, they provided refreshments and put on a buffet lunch for the attendees.

Mark passed on the feedback from the attendees and it was all positive. He said "Brilliant feedback from course attendees, very informative and an excellent introduction to an understanding of the difficulties many will endure sometime in their life. Attention did not wain throughout for anybody. One manager even said it was the best course they had attended at Fox's. Look forward to seeing you Tuesday 2nd April for the next session"

Some of the people who attended the Mental Health Awareness courses have gone on to enrol onto the Level 2 Mental Health Course with the ultimate ambition of becoming Mental Health First Aiders on-site.

If you would like more information on a course near you please speak to your Project Worker or you can email us at bfawuls@bfawu.org

You can also follow us on Facebook by searching BFAWU Learning Services.

If you would like to receive the Learning Services Newsletter please email the above address expressing your interest.



BFAWU LEARNING SERVICES

N.U.M. Building
2 Huddersfield Road
Barnsley
S70 2LS

Phone: 01226 770299
E-mail: bfawuls@bfawu.org
Website: www.data2day.co.uk

Facebook: BFAWU Learning Services
Twitter: @BFAWULSI

www.data2day.co.uk

"Learning is a lifelong journey!"

Resources available:



Follow the link below to access over 1,000 FREE courses including Mental Health awareness courses,
<https://bit.ly/2VWvABw>



Contact your Project Worker or email julie.oakley@bfawu.org to find out more about the FREE Distance Learning Courses available or follow the link below;
https://lconline.formstack.com/forms/level_2_course_enrolment?referral=JulieCoates



Speak to your Project Worker or ULR today about the wide range of TUC Enotes that are available FREE to union members.
<https://www.tuceducation.org.uk/mod/page/view.php?id=51438>



Interested in FREE bitesize learning? This includes courses on Mental Health. Speak to your Project Worker or ULR for more info.
<https://www.unionlearn.org.uk/wranx>



Access the Union Learns skillcheck to complete initial assessments in Maths, English & ITC by following the link below;
<https://skillcheck.unionlearn.org.uk>

Upcoming events:

Please get in touch today to arrange for your Project Workers to come on site and discuss the amazing range of learning available.

Contacts:

Lisa Greenfield (Project Manager) email: lisa.greenfield@bfawu.org or 07717 778959

Julie Oakley (Administrator) email: julie.oakley@bfawu.org or 01226 770299

John Fox (Project Worker Region 4) email: john.fox1@bfawu.org or 07703 713878

Carol Hillaby (Project Worker Region 1) email: carol.hillaby@bfawu.org or 07339 326021

Karen Plasom (Project Worker Region 3) email: Karen.plasom@bfawu.org or 07739 326007

Ben Lee (Project Worker Region 3 & 5) email: ben.lee@bfawu.org or 07849 085986

Kamran Ali (Project Worker Region 5) email: Kamran.ali@bfawu.org or 07808 253515

