



5 ways to wellbeing

Employer pack



Connect
Be active
Take notice
Keep learning
Give



Welcome

Introduction

We all take steps to look after our physical health such as eating well or brushing our teeth, but when was the last time you focused on your mental wellbeing?

We know that small improvements in wellbeing can help to decrease and prevent some mental health problems. It is as simple as looking for opportunities to:

- **Connect** with the people around me
- **Be active** in a way that suits me and that I enjoy
- **Take notice** and be mindful of my surroundings
- **Keep learning** new skills and developing myself
- **Give** what I can whether it is my time or simply a random act of kindness

These are known as the 5 ways to wellbeing and we are encouraging people across Northamptonshire to make a pledge to look after their own mental wellbeing. While it would be great if everyone could do something for each of the 5 ways we know this is not always possible, it is about the individual finding what works best for them and what they can build into their lives.

We would also like organisations and employers across Northamptonshire to make the pledge and take steps to help support their teams mental wellbeing. It is not an accreditation or a quality standard but about teams across Northamptonshire coming together to support each other.

Why make the pledge as an organisation

We know that in the UK:

- Suicide is the leading cause of death of men under 50
- In 2017/18 15.4 million working days were lost due to work-related stress, depression or anxiety (57% of the total number of working days lost due to ill health)
- The number one cause of work-related stress, depression or anxiety is workload followed by lack of support.

Organisations can play a part in normalising conversations about mental wellbeing and directing people towards sources of support, helping to keep your teams healthy.





What to do

1. Read the ideas in this pack on the type of things you could do for each of the 5 ways to wellbeing and think about what you could do as an organisation (you might already be doing some of them!)
2. Sign the pledge card (available in this pack)
3. Email us on nhcp.communications@nhs.net telling us:
 - a. The name of your organisation
 - b. What steps you are going to take to support your teams
 - c. Attach a photo of you signing the pledge that we can use to promote the campaign and your involvement
 - d. Attach a copy of your logo, which we will then add to our website
4. We will then send you a campaign logo that you can use on your website and in other materials as well as a link to download materials such as posters, newsletter content, social media etc
5. Then share with your teams and get them thinking about their mental wellbeing
6. Email us again in 2 months letting us know that impact it has and don't forget to share what you are doing on social media [#mywellbeingpledge](https://twitter.com/mywellbeingpledge)

It is as simple as that. Any questions email us nhcp.communications@nhs.net or visit our website for more information mypledge.me.uk

5 ways to wellbeing

Connect with the people around me

Evidence shows that good relationships – with family, friends and our wider communities – are important for our mental wellbeing.

You could try

- Starting a lunch and natter club, ensuring people take time away from their work to share and connect
- Talking to someone rather than sending an email – you could try an email free day!
- Finding 5 minutes in a day to find out how someone really is
- Reaching out to someone you haven't in a while
- Encourage lift sharing, so people connect on the way to or from work
- Organising a social occasion.

Or check out

- Events in Northamptonshire website
- Support groups and organised activities in your local area

Visit: www.mypledge.me.uk for links to these suggestions





Be active in a way that suits me and that I enjoy

Regular physical activity is associated with lower rates of depression and anxiety across all age groups. Being active is as simple as finding an activity that you enjoy and make it a part of your life.

You could try

- Having a walk to work day
- Going for a lunchtime walk
- Walking to someone's desk rather than calling
- Yoga exercises before you head out in the morning
- Doing something you have always wanted to but never got around to it – like roller-blading or dancing

Or check out

- Northamptonshire sport – for a range of sports and activities
- Park Run – run or walk, these events are free and open to everyone
- Couch to 5K – a 9 week programme you can do in your own time, to get you moving
- County parks

Visit: www.mypledge.me.uk for links to these suggestions

Take notice and be mindful of my surroundings

Life can be so busy, taking a moment to engage with everything around you and taking the time to reflect is really important.

You could try

- Mindfulness and meditation
- A gratitude journal – taking a moment before you sleep each night to write down what you are grateful for that day
- Having a 'clear the clutter' day
- Taking notice of how your colleagues are feeling or acting
- Take a different route on your commute than you regularly do

Or check out

- Our photo challenge – a picture a day for 30 days, helping you to take notice of your surroundings
- Register for free webinars with Changing Minds IAPT, including introduction to mindfulness



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- Mindfulness in the community – an introduction to mindfulness offered through Northamptonshire County Council
 - Download meditation apps such as Insight Timer (other apps are available)

Visit: www.mypledge.me.uk for links to these suggestions

Keep learning new skills and developing myself

Learning new skills can give you a sense of achievement and a new confidence.

You could try

- Setting yourself a challenge you will enjoy achieving
- Take on a different responsibility at work
- Sharing existing learning opportunities
- Watching Ted talks or similar
- Encouraging people to research and innovate.

Or check out

- Adult learning service
- Learn2b
- You could save a life – take the free suicide prevention training from Zero Suicide Alliance

Visit: www.mypledge.me.uk for links to these suggestions

Give what I can whether it is my time or simply a random act of kindness

Helping others can make us happier, even the smallest actions can make a difference.

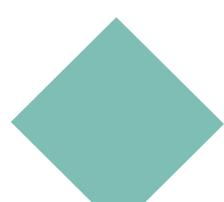
You could try

- Developing a way for people to thank their colleagues such as a bulletin board
- Organising volunteering opportunities
- Supporting your local community

Or check out

- Voluntary impact Northamptonshire
- Volunteer opportunities with your local NHS

Visit: www.mypledge.me.uk for links to these suggestions



And don't forget we are there if you or someone you know need us:

For support with depression, anxiety and other mental health conditions visit www.nhft.nhs.uk/iapt

Under 18? www.nhft.nhs.uk/camhslive

Suicidal thoughts? Call 111, the Samaritans on 116 123 or visit a crisis cafe
www.nhft.nhs.uk/crisis-cafe

Materials

At the end of this pack you will find an organisation pledge card.

Once you have signed your pledge we will send you a link to an online folder which includes individual pledge card, posters, newsletter content, social media content, screen savers and more.

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We pledge to support our teams to look after **their mental wellbeing** in the same way we would physical health. We will look for opportunities to support our teams to:

Connect with the people around them

Be active in a way that suits them individually and that is enjoyable

Take notice and be mindful of their surroundings

Keep learning new skills and developing

Give what they can whether it is time or random acts of kindness



Connect
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Signed

For more info, tips and sources of support visit: mypledge.me.uk