



This month's newsletter provides valuable resources for those struggling with mental health, particularly frontline workers, during this 3rd national lockdown. There has been some good news this February as the vaccination programme is working, and as we approach spring there is new hope and an end in sight with the Government announcing a roadmap to recovery and lifting of restrictions. Now is a great time for businesses to get in touch with us and get support to start your workplace wellbeing journey. Our team have the tools and resources to help workplaces make small changes that make a big difference.

In this issue

- We congratulate **UCAS** on their **Healthy Workplace Award**, find out more about how they did it and get some tips from a workplace that is making a real impact
- Is your workplace a **Care Aware Workplace**? Gloucestershire Carers Hub is providing 'Carer Aware' training with employer support materials
- **Mental Health at Work** – comprehensive resources to support front line staff
- **New PHE toolkit** for employers of all sizes to help you put the key steps in place for a healthy workplace
- National Health Campaigns you can get involved in this March
- Looking forward to a brighter spring and summer - our message of hope with free e-posters for your organisation



UCAS Graduate Top of the Class for Health & Wellbeing

UCAS has been recognised for the work it does to support its employees' health and wellbeing in Gloucestershire by achieving the foundation level of accreditation through the Healthy Workplaces Gloucestershire award.

As a champion of education and progression, UCAS supports colleagues in developing both as professionals and as people. The company culture has a specific focus on wellbeing and mental health, offering support through wellbeing champions and mental health first-aiders.

Since achieving the accreditation, a recent wellbeing survey showed that 99% of employees feel UCAS cares about wellbeing with 92% of line managers' making wellbeing a priority. With over 400 employees, UCAS credits the Healthy Workplace scheme with reducing sickness absence by 22% and improving staff morale.

Read more [here](#)

Gloucestershire
Carers

The logo for Gloucestershire Carers Hub features the word 'Hub' in white, bold, sans-serif font inside a large red circle. This red circle overlaps with two smaller circles: a yellow one to the right and a green one below it. The background of the entire page is a light cream color.

Hub

Carer Aware Workplaces

**Have you thought about employees who might be carers?
Gloucestershire Carers Hub is developing 'Carer Aware' training and employer support materials to help you consider who might be a carer and how best to support them.**

1 in 8 adults have some sort of unpaid caring responsibility and many carers feel isolated within their roles. This isolation might affect their mental or physical health and adversely affect their financial circumstances and their capacity to work.

Gloucestershire carers hub can offer individualised, holistic support for carers. We have a responsive team of staff who can respond to telephone calls from carers or referrals and work with the carer to respond to needs. That might include registering them with our Carers Emergency Scheme, so that they have a backup plan for care as well as helping them make plans for organising the way that care is provided and to manage the impact on themselves. We offer ongoing connection with carers and activities that will support their wellbeing or skills. We can also help them connect to other carers who are in similar situations.

As a Carer Aware employer, you can help by recognising carers and encouraging them to let you know that they have a caring role. Many carers may be apprehensive about being open about their caring role, in case it prejudices their relationship with an employer, or they may not identify their role, supporting a family member or friend as being that of a carer.

Understanding the implications of caring for your employees can help you develop a carer policy, support and retain your employees, offer flexible working arrangements and perhaps create a carer network. You will also be able to signpost carers to Gloucestershire Carers Hub.

If you would like to become a Carer Aware employer and consider how best to support carers within your organisation, please email

Stephen.moore@peopleplus.co.uk



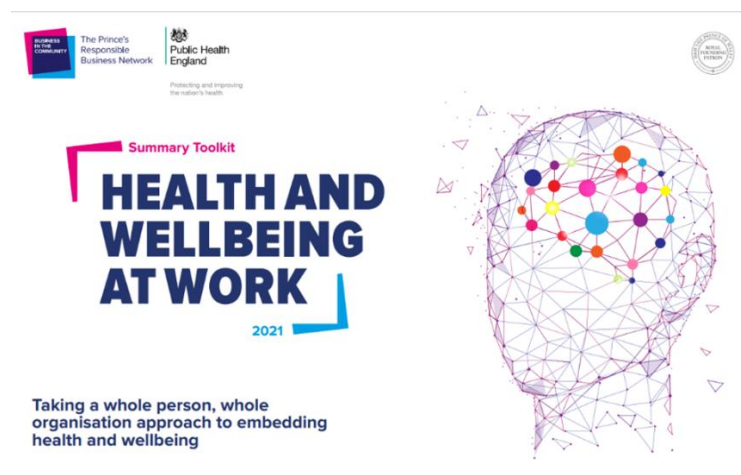
MENTAL HEALTH AT WORK

Mental Health at Work

If you haven't yet had a look at Mental Health At Work it is worth taking a look. They have pulled together toolkits, videos, guides, templates, tips and resources that can be used by all workplaces to help you get to grips with workplace mental health.

A growing number of employers have signed up to their mental health commitment and they also host Our Frontline for teachers, carers, emergency service staff and other key workers who put themselves at physical risk on the frontline during this coronavirus pandemic.

*Our Frontline offers **round-the-clock one-to-one support, by call or text**, from trained volunteers, plus **resources, tips and ideas to look after your mental health**.*



New PHE Complete Workplace Wellbeing Toolkit

Working with BITC this toolkit was designed to bring together all the information you need to create your healthy workplace back in 2017 BITC and PHE developed a series of comprehensive toolkits for businesses to use on a range of wellbeing areas.

This new document brings together the information for 2021 and pulls it into a user-friendly format with the best evidence, employer practice and freely available resources. It takes a whole person, whole organisation approach to mental and physical wellbeing. Mental health is a theme that runs throughout the suite. [Health and Wellbeing at Work Summary Toolkit - Business in the Community \(bitc.org.uk\)](https://bitc.org.uk)

March Health and Wellbeing Campaigns

Last month we shared information on [Eating Disorders Awareness Week](#) and [World Oral Health Day](#) happening early March. There are more National Health Campaigns to get involved with throughout March including ...



No smoking day 10th March

Do you have wellbeing champions or OH advisers in your organisation who want to find out more about Vaping? Don't miss your chance to attend on No Smoking Day! We are offering this specialised training again after its popularity in September. A workshop delivered by Health Lifestyles Gloucestershire via Zoom for healthcare professionals. This is not only for those who provide smoking cessation services but also for those who get asked questions by staff and clients.

10th March 1-2pm (online)
[Register Here](#)

For information on free support to help quit for good go to [HLS Gloucestershire - Stop Smoking \(hlsglos.org\)](#)

Lung Cancer Awareness

NHS England and NHS Improvement, together with Public Health England, have just launched the 'Help Us, Help You' lung cancer campaign.



A cough for three weeks or more that isn't COVID-19 could be a sign of lung cancer and we encourage anyone with this symptom to contact their GP practice. While a cough for three weeks or more is probably nothing serious, it could be a sign of something that needs treatment. If it is cancer, finding it early makes it more treatable and can save lives. Your NHS is here to see you, safely. Help Us, Help You

**JUST CONTACT
YOUR GP PRACTICE**



Visit nhs.uk/cancersymptoms for more information.



World Kidney Day 11th March

It's the topic that's too BIG to ignore. On Thursday 11 March 2021, join us in highlighting just how big an issue kidney disease is. It's not a disease that affects only a handful of people; one in nine worldwide have it. Your neighbour could have it. Your parent. Your work colleague. Your child. Help us shout it from the rooftops.

Find out more about how you can raise awareness and share information, competitions facts and advice in your workplace.

[Get Involved - World Kidney Day](#)

April 2021

Stress Awareness Month

www.stress.org.uk

Stress Management Society
from distress to de-stress

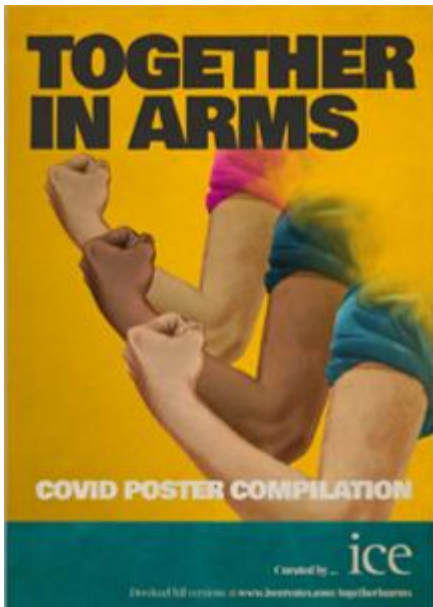
Click here for resources

April is Stress Awareness Month

Stress Awareness Month has been held every April, since 1992 to increase public awareness about both the causes and cures for our modern stress epidemic. According to the Mental health Foundation 74% of UK adults have felt so stressed at some point over the last year they felt overwhelmed or unable to cope.

A recent study identified that 65% of people in the UK have felt more stressed since the COVID-19 restrictions began in March 2020. The three key causes for concern are feelings of disconnection, uncertainty, and a worrying loss of control.'

You can get your workforce involved in their **30 day Challenge** or take their stress test as well as pick up lots of free tips and resources to help reduce stress



Looking Forward – Our message of hope

They say a picture paints a thousand words.... Right now we need reassuring pictures, stories and rally cries that say 'We have hope, you are amazing, and you are enough to get us through.'

The hope of the vaccination programme is very real. The total commitment of our frontline workers playing their part and we, as society, continuing to play ours, will see it through. Today is a step forward; each day we will make better happen.

This collection of images, 'Together in Arms,' is our small 'gift of hope' and a rally cry to all to play our part.

The images are royalty free, no strings, as a little way of saying thank you. You can use them in anyway that's helpful.

To request a copy, please email [Victoria](mailto:Victoria@icecreates.com)

