



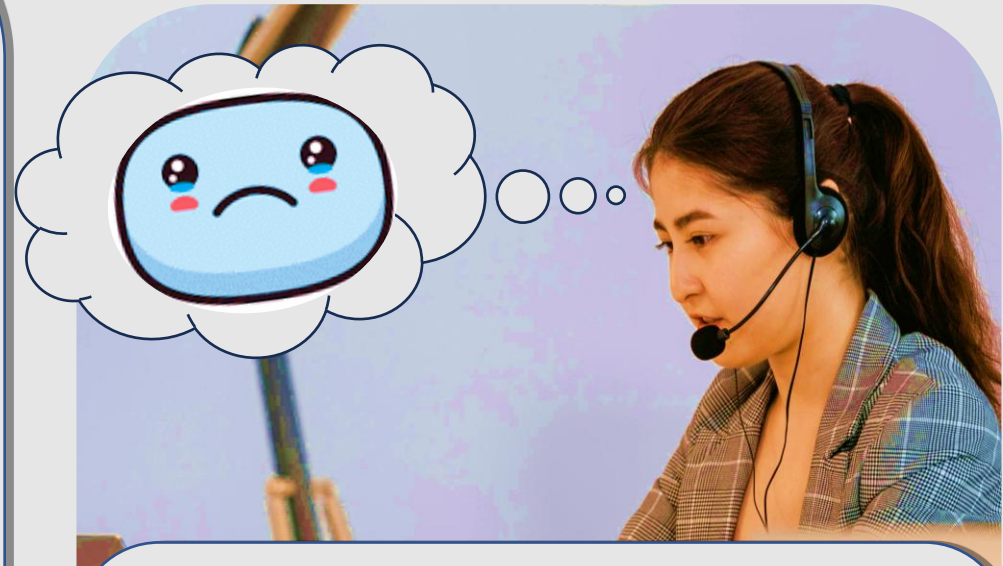
Mental health in work and the wider world



Karen works in an office. She is made the subject of jokes whenever she complains about anything the company asks her to do. Why? Because colleagues say she's 'being a Karen.'

She used to laugh it off, but sometimes her complaints are completely justified, and not being taken seriously is starting to affect her mental health.

**Discuss: Why is Karen made fun of?
How could not being listened to affect our mental health?**



Why is how we feel about our work and the wider world so closely linked to our overall mental health?

I think how we feel about our work is closely linked to our mental health because...

Mental health in work and the wider world



Learning outcomes:

Describe the workplace mental health issues people regularly face and how these may affect a person's wellbeing.

Explain useful and practical ways of improving mental health in the workplace and wider world.



Workplace Mental Health - an employees' psychological, emotional, and social well-being within a shared work environment.

Let's just remind ourselves what we mean when we talk about mental health – because everyone has it!

<https://www.youtube.com/watch?v=G0zJGDokyWQ>

Karen is the victim of workplace bullying. She spoke to her manager, and he said he couldn't see how her case fell under any sort of Protected Characteristic and told her to just laugh it off.

He then asked her if she could stay to do some overtime on an important project, even though she had asked to leave early to take her child to the dentist. Karen's stress levels are now significant.

We'll find out today if her manager was correct and if he acted legally and accordingly.



Did you know?

Our job or career can make up a large part of a person's self-perception, their personal identity. If they feel they are not appreciated or not performing well at work, this can then have a huge impact on a worker's self-esteem and mental health.

Mental health in work and the wider world



Why are we focusing on mental health in work and the wider world today anyway? Well, there are many good reasons for this. Read the statements below and vote to see if you think they are true or false as a class.
We'll reveal the answers on the next slide.

The fifth most common reason for sickness absence in 2022 was mental health.

55% of UK workers feel that work is getting more intense and demanding.

15% of UK workers are estimated to have an existing mental health condition.

61% of UK workers say they feel exhausted at the end of most working days.

There are 875,000 workers suffering from work-related stress, depression and anxiety according to records collected in 2022/23.

Mental health in work and the wider world



Let's see how many we were right about.

It turns out that this time all of the statements were true. Unfortunately, the UK has a significant problem with work-related mental health issues.

The fifth most common reason for sickness absence in 2022 was mental health. ✓

15% of UK workers are estimated to have an existing mental health condition. ✓

55% of UK workers feel that work is getting more intense and demanding. ✓

61% of UK workers say they feel exhausted at the end of most working days. ✓

There are 875,000 workers suffering from work-related stress, depression and anxiety according to records collected in 2022/23. ✓

Workplace-related mental health issues can creep up very slowly – and we may not even recognise they are becoming a problem at first.

But how do we know if we are beginning to suffer?



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One symptom which may indicate we are suffering from work-related mental health issues is...



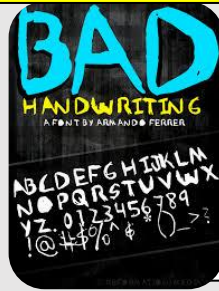
How do we know if we're experiencing mental health issues linked to our work?



The quality of our work may decrease, perhaps through rushing to get everything done and get home. We may have to take more sickness days, or be late to work more regularly, because we dread being there. We may appear anxious, frustrated or withdrawn at work. We may begin to feel really tired, even exhausted over time.



One symptom which may indicate we are suffering from work-related mental health issues is...



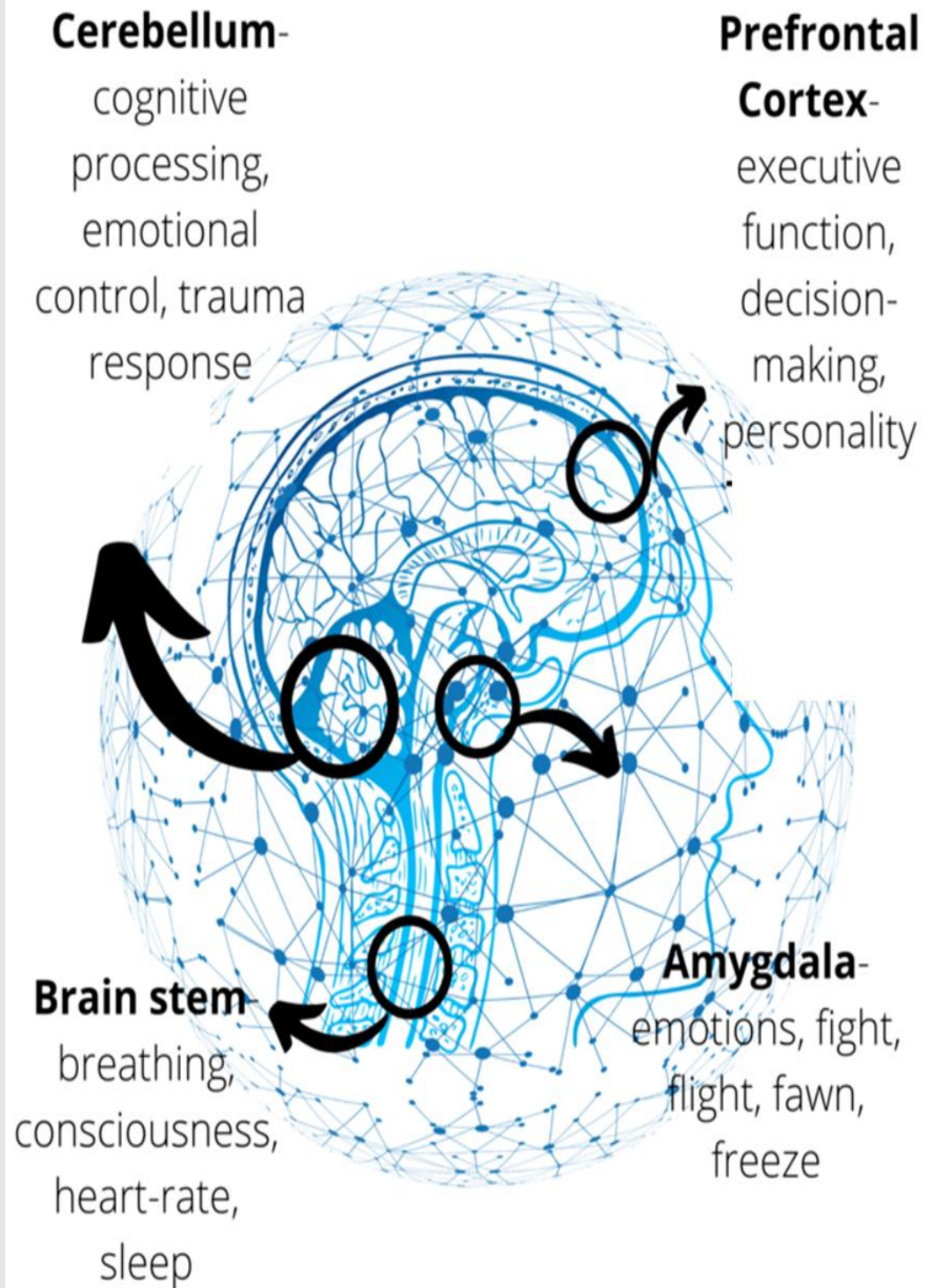
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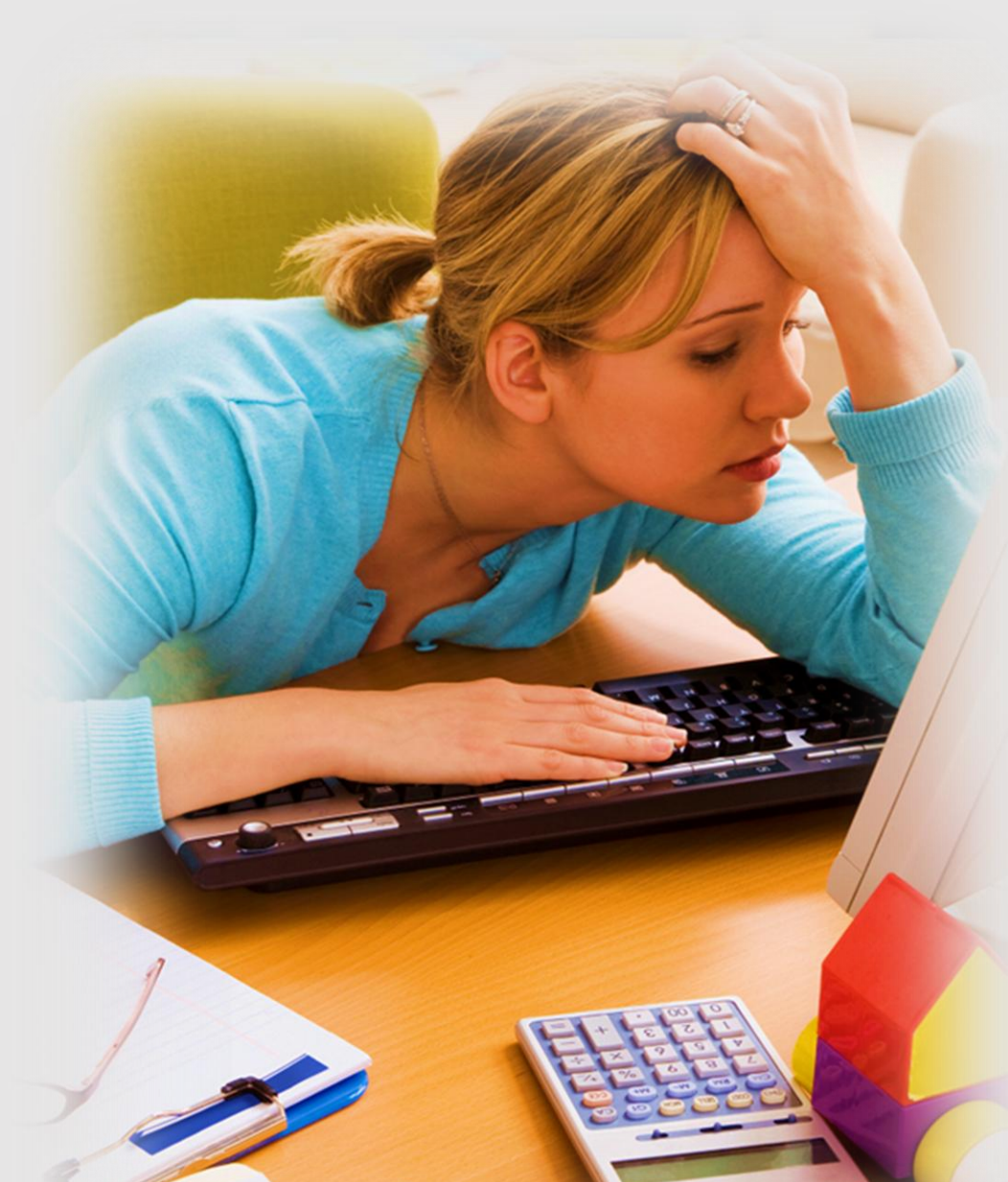


When we take a closer look at our marvellous brains, we can see how different areas influence emotions and behaviour. The mind can even influence our physical symptoms.

For example - if we are constantly stressed about work , it can affect our resting heart rate, our sleep , and even heightening our fight or flight response. So, if something startles you, your reaction may be more pronounced.

When it comes to health, the mind and body are connected. This is also why eating poorly can contribute to mental health symptoms too.





**Our Top Tip for
work-related
mental health
issues:**



One great way to improve your confidence, self-esteem and well-being at work is to join a union.

This is an organised association of workers in a trade or profession, formed to protect and further employees' rights and interests.

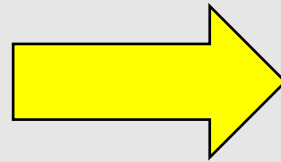
For a small fee, trade unions can give legal advice on what your employer can and cannot do, how you can and cannot be treated and what your rights are. They can also stick up for you, legally, if you feel your rights are being infringed. It can be real weight off your mind.

<https://www.youtube.com/watch?v=lrjySOFLXgg>

Joining a union can be a very practical way of helping your personal mental health and wellbeing at work.

You have been given a sheet detailing the five main objectives of trade unions.

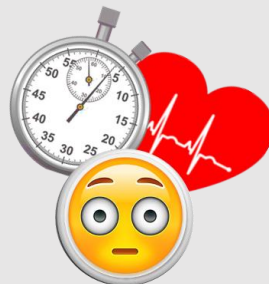
Using your info sheet from earlier, either write in the blank boxes, or, draw and label (if you're feeling creative), how each union objective could help with UK workers' five main mental health issues. These are the ones we circled after the reading task.



TASK FOUR:

Using your info sheet from earlier, either write in the blank boxes, or, draw and label (if you're feeling creative), how each union objective could help with UK workers' five main mental health issues. These are the ones we circled after the reading task.

	Protect and improve the real incomes of their members. This may mean allowing if justified, improved pay or ensuring you start on an appropriate pay scale,	Provide or improve job security. They make sure employers don't break contracts or make people redundant unless absolutely unavoidable.
Protect workers against unfair dismissal and other issues relating to employment legislation, like absences, genuine mistakes and more.	Campaign for better working conditions. E.g. ensuring everyone gets holiday pay and has fair working hours, or therapeutic mental health support.	Offer a range of other work-related services including support for people claiming compensation for injuries sustained in a job.



Would anyone like to feedback how a union could help a person suffering from workplace mental health issues?

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Benefits of A DAILY ROUTINE

MENTAL HEALTH

REDUCING STRESS

Planning time for day-to-day tasks in a daily routine can minimize stress and create stability.



Better stress levels lead to improved mental health, more time to relax and less anxiety.

DAILY HABITS

Having a routine can help cultivate positive daily habits and prioritize self-care.



Plan time for daily habits important to mental health, such as relaxation or family time.

SLEEP SCHEDULE

Sleep schedules affect mental sharpness, performance, emotional well-being and energy levels.



Having a regular sleep routine can make it easier to fall and stay asleep.

Be in the know:

We've talked a lot about workplace mental health so far, but there are other situations you will find yourself in in the wider world outside school which you may find stressful at times.

Whether it's starting university, a volunteering course or caring for a relative, another great tip is to try to stick to a healthy daily and nightly routine.





How can sticking to routines help our mental health?

<https://www.youtube.com/watch?v=8ZYFLqYu4zg>

What important thing does routine allow us to do?

According to doctors, what can sticking to a routine alleviate?



What is anxiety and stress, in its simplest form?

How can a routine help with anxiety?

What can happen when we don't have routine in our lives?

Watch the clips and complete your challenge questions. We will then go through the answers together so you can fill in any you've missed.

How can sticking to routines help our mental health?

<https://www.youtube.com/watch?v=8ZYFLqYu4zg>

What important thing does routine allow us to do?

Take control of our sleep. We also gain higher quality sleep too.

According to doctors, what can sticking to a routine alleviate?

Both mental disorders and insomnia.

What is anxiety and stress, in its simplest form?

A fear of the future due to uncertainty.



How can a routine help with anxiety?

A routine means there is far less uncertainty in your life, thus reducing anxiety.

What can happen when we don't have routine in our lives?

It can put us in a state of stress, and also not appreciate our free time (as we can no longer plan for it – and routine is also about allowing yourself to shut down).

Year 8 Summer 2 – Living in the Wider World Knowledge Check

1. On a scale of 1 to 5, how confident do you feel that you can explain what ableism is and how it can affect people in society?
2. On a scale of 1 to 5, how confident do you feel that you can identify sexist behaviour or language and challenge it appropriately?
3. On a scale of 1 to 5, how confident do you feel that you can recognise the risks associated with gang involvement and illegal weapons?
4. On a scale of 1 to 5, how confident do you feel that you can describe positive communication skills and explain their impact in different life situations?
5. On a scale of 1 to 5, how confident do you feel that you can identify how poor mental health can be caused or worsened by the wider world and work?
6. On a scale of 1 to 5, how confident do you feel that you can explain the signs of poor mental health in the workplace and where to go for support?
7. On a scale of 1 to 5, how confident do you feel that you can give examples of protected characteristics and link them to equality in society?
8. On a scale of 1 to 5, how confident do you feel that you can explain how discrimination (such as ableism or sexism) can be challenged and prevented in different settings?
9. On a scale of 1 to 5, how confident do you feel that you can describe your own strengths and areas for development, especially in relation to communication and self-image?



**Please
complete
this on
Satchel
this week**

Mental health in work and the wider world



Useful helplines and charities:

SANE. National out-of hours mental health charity offering emotional support, guidance and information. Call: 0300 304 7000 (4.30pm to 10.30pm)

Mental Health Foundation. Information and support for anyone with mental health problems or learning disabilities.

<https://www.nhs.uk/> The National Health Service website

<https://www.gov.uk/join-trade-union> More information about unions and how to

[Equality Advisory Support Service \(EASS\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/equality-advisory-support-service) For advice on any type of discrimination, including disability, sex and race.

<https://www.acas.org.uk/supporting-mental-health-workplace> For advice and info on work-related mental health issues, as well as legal advice.



Reporting a Concern at Thornden School

- It is important to us that all of you feel safe, happy and belong at Thornden.
- We also know that sometimes it is not as easy as simply telling a member of staff
- It could be:
 - A friend you are worried about
 - Someone being unkind to you
 - Something you have heard and think we should know

How can you report anything you are worried about?

- Speak to a member of staff or parent / carer
- Visit the Well Being Den or Head of Year area
- On Satchel each week you will be sent a link to a form to share any worries you have
- On our school website homepage there is a 'Report a Concern' link.
- In the Student Bulletin there is a 'Report a Concern' link
- On all school desktops there is a 'Report a Concern' logo to click and report anything

Need Support? You're Not Alone



If anything in today's lesson has affected you, or you want to talk to someone, there is help available.

Mental Health & Low Mood

YoungMinds – <https://www.youngminds.org.uk>

Kooth – <https://www.kooth.com>

Mind – <https://www.mind.org.uk>

Apps That Can Help

Calm – For mindfulness and sleep.

Headspace – Meditation and stress relief.

Clear Fear – Manage anxiety (designed for young people).

MeeTwo – Anonymously talk to other teens, moderated by experts.

Talk to Someone

Your Tutor or Head of Year – We're here to help.

Wellbeing Team and School Nurse

Report a Concern on Satchel

Safeguarding Team with the Purple lanyards

Eating Concerns

Beat Eating Disorders –

<https://www.beateatingdisorders.org.uk>

NHS Live Well – Eating Disorders –

[https://www.nhs.uk/mental-](https://www.nhs.uk/mental-health/conditions/eating-disorders/)

[health/conditions/eating-disorders/](https://www.nhs.uk/mental-health/conditions/eating-disorders/)

Healthy Lifestyle

NHS Every Mind Matters – <https://www.nhs.uk/every-mind-matters>

Change4Life – <https://www.nhs.uk/change4life>