

# Because healthy minds matter

## 'Because healthy minds matter' – why good mental health matters

Good mental health is characterised by a person's ability to fulfil a number of key functions and activities to help them enjoy a better quality of life, such as:

- The ability to cope with and manage change and uncertainty
- The ability to feel, express and manage a range of positive and negative emotions
- The ability to form and maintain good relationships with others
- The ability to learn.

However, mental health problems are widespread, often hidden and undiagnosed, and can make life challenging.



**"One in four adults will experience at least one diagnosable mental health condition in any given year. People in all walks of life, including our colleagues and their families, can be affected. Working together with our charity partners Action for Children, Mind and Mental Health UK, we can create an environment and culture where people better understand mental health, are not afraid to talk about it and support others to do the same."**

Dr Shaun Davis, Royal Mail Group's global director of safety, health, wellbeing and sustainability.

## Did you know?

- Approximately one in four people in the UK will experience a mental health problem each year
- One in 10 children have a diagnosable mental health disorder – that's roughly three children in every classroom
- Half of all mental health problems manifest by the age of 14
- Admissions of young people to hospital due to self-harm have increased by around 70% in the last 10 years\*
- Suicide is the biggest killer of men aged 20-49 and women aged 20-34\*\*
- 95% of people who have taken a day off sick due to stress cited another reason for their absence.\*\*\*

\*YoungMinds (2011)

\*\*ONS: Suicides in the United Kingdom, 2014 Registrations

\*\*\*Mind Survey (2014)



## ACT now

Our health is important. That includes both our physical and our mental health. We need to recognise when something isn't 'right' both in ourselves and others. There are three simple steps you can take to start making things better.

**Acknowledge** – If you or someone close to you isn't their 'usual' self.

**Communicate** – If you are not feeling okay speak to someone about it. If you are worried about someone else ask them if they are okay and encourage them to talk.

**Take action** – Find out what support is available and encourage others to do the same.



## Mental health conditions

There are a number of mental health conditions, and most of us will experience at least one of the below at some point in our lives. Some of the most common include

- Depression
- Anxiety
- Panic attacks.

You, or someone you know, may also be affected by other types of mental illness, including:

- Eating disorders
- Obsessive-compulsive disorders
- Personality disorders
- Bipolar disorder.

One in 100 people also experiences symptoms of psychosis, such as hearing voices or experiencing delusions. These can be linked to schizophrenia.

website at [www.mentalhealth-uk.org/get-help](http://www.mentalhealth-uk.org/get-help)

on 0300 5000 927. Alternatively, call the advice line

• **Mental Health UK** For practical advice and

[www.actionforchildren.org.uk/mentalhealth](http://www.actionforchildren.org.uk/mentalhealth)

• **Action for Children** Tel: 01923 361 500

(excluding Bank Holidays).

Opening hours: 9am to 6pm, Monday to Friday

• **Mind** Tel: 0300 123 3393 Email: [info@mind.org.uk](mailto:info@mind.org.uk)

Charities that can offer support, help and advice:

## Getting support at work

Mental health conditions can affect different areas of your life including work, home, relationships and finances. We all cope with life's ups and downs in different ways. What affects some people sometimes doesn't affect others, and vice versa. It is never a weakness to recognise when we need help and to ask for it.

### Talk to someone you trust and feel comfortable with

**First Class Support:** A 24-hours-a-day, seven-days-a-week, free and confidential phone line (0800 6888777) and website [www.rmgfirstclasssupport.co.uk](http://www.rmgfirstclasssupport.co.uk), providing colleague assistance, including help and advice about mental health.



### Wellbeing support and information

**Feeling First Class:** [www.feelingfirstclass.co.uk](http://www.feelingfirstclass.co.uk) is a wellbeing website for colleagues (use code FFC1 to register).

The website contains proactive health advice, including:

**Feeling First Class – Stress:** access to stress guidance.

**Mental Health:** useful information to support the wellbeing of colleagues including mental health support guide, Mental Health Foundation videos, information on the 'Time to Change' pledge and links to helpful websites.

**Lifestyle:** links to useful websites and downloadable PDFs on health topics such as smoking, diet and alcohol.

### Wellbeing communications

Occupational Health guidance documents can be accessed from the toolkit and PSP by your manager.

### Fitness

Link to the RMG gyms website: [www.royalmailfitness.co.uk](http://www.royalmailfitness.co.uk)

A large central image shows two Royal Mail delivery drivers in red uniforms. One is in the foreground, smiling and holding a package, while another is visible behind him. Below this, a smaller image shows a delivery driver in a red uniform standing next to a van, also holding a package. In the bottom right corner, there is a logo for "PARCEL FORCE WORLDWIDE" with a globe graphic. In the bottom left corner, there is a logo for "Royal Mail" featuring a crown and a stylized "R".

**Our in-house charity also provides support.**

The Rowland Hill Fund: [www.rowlandhillfund.org](http://www.rowlandhillfund.org) helps colleagues at Royal Mail Group, pensioners and their immediate families with financial and practical support. You can also contact its confidential helpline via 0800 688 8777.

**Help in a crisis**

**What to do in a crisis – don't suffer in silence**

- Talk to the Samaritans [www.samaritans.org](http://www.samaritans.org) straight away – call 116 123
- Contact your GP or out-of-hours service and let the GP know you need urgent support
- Call a friend, relation or someone who you feel you can talk to
- Visit your local Accident and Emergency department immediately.