



## Training & Events

### Short Courses and Masterclasses

Our upcoming short courses are being added to all the time, click to [find out more](#)

13 June

Developing your unique Employee Value Proposition: A Workshop on Employer Branding

[Book](#) your place

20 June

Stepping Up - A Guide to Managing and Supervising Others

[Book](#) your place

27 June

Effective Appraisals

[Book](#) your place

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### GDPR Breakfast Event

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## Are you aware that it is Mental Health Awareness Week?

**Do you have a healthy workplace where everyone feels valued and supported?**

**Do you know how to prevent or help your employees with stress?**

**If not, then we have the guidance and support to help you with this!**

So, what is stress? The Health & Safety Executive (HSE) defines it as *"the adverse reaction people have to excessive pressures or other types of demand placed on them"*.

We all know what it's like to feel stressed – it's part of everyday life. But when you're overwhelmed by stress it may lead to mental health problems or make existing problems worse.

Mental Health Awareness Week 2018 is a great time to think about how we can all address the causes of work-related stress or find advice and support on managing stress in our daily lives.

The causes of stress can come from anything such as a traffic jam on the way to work to booking a holiday to personal issues at home, all the way to long hours at work, poor working environments and lack of support. All of this cannot disappear with a click of a finger, however there is always time to help and support your employees to create a better working environment.

One thing you might struggle with is being able to recognise when someone is in need of help. Or have you noticed but are unaware on how to help? Are they losing concentration and struggling to make simple discussions? Are they easily distracted? Are they tearful and have lack of confidence? If you notice this are you doing anything to help? Do you know how to help?

Not everything is down to you however, if an employee has a personal issue at home this may affect their work and therefore there is always something that can be done.

Still unsure about GDPR?  
Join us for Breakfast and  
we will help you get a plan  
of action to demonstrate  
your compliance

[Book](#) your place  
Just £9.95 + Vat

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## Enrolling for September!

Take your career to the  
next the level with one of  
our accredited courses

### ILM Management Development Programme

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Levels 3, 5 & 7  
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### HR Apprenticeships

Level 3 and 5  
Call to discuss

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Want something not listed?  
No problem, give us a call  
and we'll aim to schedule  
one!

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## Contact Us

If you have a question, need  
advice or for further  
Information on any of our  
courses and to book, get in  
touch with the RBHR team

## What sort of things do you think you could do?

If you notice any symptoms of stress, then simply pull them aside away from the rest of the employees and voice your concern. Further offer your support, be sympathetic and proactive, clarify whether it is personal, or work based and discuss what is best going forward- do they need more flexible hours? unpaid time off? do they need to visit a doctor? Or do you they simply need someone to listen to their situation?

Employees should feel valued and involved in their organisation. Managers should have open lines of communication with staff as well as have been trained in dealing with these issues.

Make sure jobs are flexible and well designed. Managers should inform and consult employees on changes that are likely to affect them before they take place and encourage them to ask questions before, during and after workplace change so that they feel involved, buy into it and feel that their opinions are valued and respected.

Tackle absence and help people back to work by using appropriate health services such as occupational health and return to work interviews.

Employee assistance programmes, such as confidential telephone or in person counselling should be available.

Managers must "walk the walk" not just "talk the talk" and should actively promote a healthy lifestyle themselves by having a good work/life balance, managing their working hours, using their full holiday entitlement and taking lunch breaks.

Sometimes employers do not know what to do or how to act as they do not actually know what mental health is.

*'Mental Health is a state of well-being in which the individual realises his/her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her own community'.*

Common mental health conditions are depression, anxiety, psychosis and schizophrenia. When trying to manage this, then you can speak about appraisals and progress chats and do not assume that stress affects everyone the same. To support them simply talk to them about seeking help, give them early support to help prevent it from rapidly getting worse.

## How are you going to take action?

You must take such steps as are reasonably necessary to take care of the safety of employees. If an organisation breaches that duty you may be sued for a claim in negligence for damages. The duty extends to both physical and mental health. You should now realise what a critical role you play in firstly reducing stress in your own team, and in managing cases of work-related stress.

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### **How we can help you!**

We can visit your organisation to help you understand what needs to be done to address a range of issues related to stress management and the identification of critical issues in your workplace and then work with you to develop practical solutions.

We also offer training courses to help managers in your organisation such as...

- Dealing with short and long-term absences
- Managing poor performance
- Stress Management

**Now you have some understanding do you feel that you have a healthy workplace?**

**Do your employees feel valued and supported?**

**How are you going to make your workplace stress free?**

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