**Health and Wellbeing**

Work can be challenging and overwhelming at times and we recognise the impact this can have on our mental health. By talking about it and asking for support, it can really help. We have created a list of resources to help support your own mental health and wellbeing and that of others in your team.

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| How to hold meaningful health and wellbeing conversations**It can be hard to know what to do when supporting someone. By having frequent and honest conversations with people in your team, you can ask how they are feeling, what challenges they are dealing with and what support they need at work.** * Familiarise yourself with the [Manager Risk Assessment](https://www.ed.ac.uk/health-safety/occupational-health/managers/general-health/stress) and use with people in your team during 1:1s to identify and reduce sources of stress.
* Use the [information, training and resources](https://www.ed.ac.uk/staff/health-wellbeing/supporting-others/how-to-have-a-mental-health-and-wellbeing-conversa) to lead conversations regularly with your teams about health and wellbeing to create a supportive environment.
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| Raising your awareness of health and wellbeing topics**Include something from Charlie Waller.*** Attend the [workshops for leaders and managers](https://www.ed.ac.uk/human-resources/learning-development/courses/management) in this area.
* Complete the [Mental Health Awareness online course](https://www.ed.ac.uk/staff/health-wellbeing/mha-course) Designed to raise awareness of mental health and mental health issues and illnesses.
* Encourage other staff to complete the [Mental Health Awareness online course](https://www.ed.ac.uk/staff/health-wellbeing/mha-course)
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| Use you and signpost others to support available**The University has a range of information, resources and services available to all staff.*** Familarise yourself with the support available through the [Staff Health and Wellbeing Hub](https://www.ed.ac.uk/staff/health-wellbeing). This brings together all of the information, resources and services available to our University employees.
* Signpost others to the support available through the [Staff Health and Wellbeing Hub](https://www.ed.ac.uk/staff/health-wellbeing).
* Use and signpost the counselling services available within the University through the Staff Counselling Service and the [Employee Assistance Programme](https://www.ed.ac.uk/counselling-services/staff/counselling-through-the-employee-assistance).
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| Resources to proactively promote a healthy workplace**Proactively creating healthy working environments and working practices can help prevent stress, reduce the impact on ill-health and support us to work well.** * [Stepchange: mentally healthy universities](https://www.universitiesuk.ac.uk/what-we-do/policy-and-research/publications/stepchange-mentally-healthy-universities) Provides a self-assessment (from page 21) to support departments and Schools consider their strengths and areas for development.
* [Use the guidance and advice available for managers](https://www.ed.ac.uk/health-safety/occupational-health/managers/general-health/stress) when supporting staff who are experiencing stress.
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