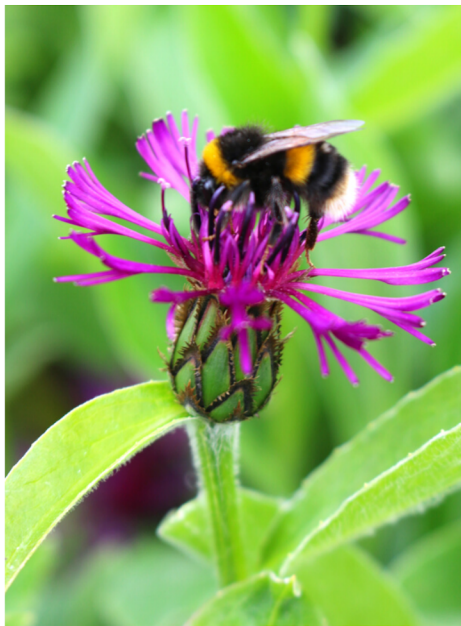




JOHNSONS

NURSERIES



"IT'S OK
TO NOT
BE OK"

MENTAL HEALTH AT JOHNSONS



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JOHNSONS COMMITMENT TO MENTAL HEALTH



Mental health is just as important as physical health and can be detrimental to a person, as it impacts happiness, productivity and collaboration.

Johnsons Nurseries Ltd are committed to the protection and promotion of the mental health and well-being of all staff at Johnsons.

Johnsons will continue to strive to improve its environment and culture and promote a healthy work/life balance. We want to create a healthy and happy workplace where everyone feels appreciated and treated fairly.



WHAT IS MENTAL HEALTH?



Mental health is part of our overall health and is no different to physical health. It affects:

- How we feel, think and behave
- How we cope with the ups and downs of everyday life
- How we feel about ourselves and our life
- How we see ourselves and our future
- How stress affects us
- How we deal with negative events
- Our self-esteem and confidence



MEET YOUR MENTAL HEALTH FIRST AIDERS



DAVE BARRETT



ELLIE RICHARDSON

For anyone experiencing mental health issues at work, you are encouraged to speak to our mental health first aiders; if you do not feel comfortable approaching them, you can email or text them. They will aim to get back to you within 48 hours of your contact to assist you in a non-judgemental and confidential way, informing you of the various agencies and helping advise on the available channels.

Our MHFAs are trained to:

- Spot the early signs and symptoms of mental ill health
- Start a supportive conversation with a colleague who may be experiencing a mental health issue or emotional distress
- Listen to the person non-judgementally
- Assess the risk of suicide or self-harm
- Encourage the person to access appropriate professional support or self-help strategies
- Escalate to the appropriate emergency services, if necessary
- Maintain confidentiality as appropriate
- Complete critical incident documents as and when necessary
- Protect themselves while performing their role

MENTAL HEALTH FIRST AIDER CONTACT DETAILS

CONTACT IN CONFIDENCE

Email: mhfa@johnsonsnurseries.co.uk

Dave: 07980 232238

Ellie: 07843 373056

We consider mental health and employee wellbeing in the workplace a priority, and our mental health first aiders are the go-to contacts for anyone who is going through some form of crisis or mental health issue.

MENTAL HEALTH SYMPTOMS



Here are some physical, emotional and behavioural mental health symptoms you should look out for in yourself and others.

Physical

- Headaches
- Stomach upsets
- Suffering from frequent minor illnesses
- Being run down
- Difficulty sleeping or constant tiredness
- Lack of care over appearance
- Sudden weight gain or loss



Emotional & behavioural

- Irritability
- Aggression
- Tearfulness
- Being withdrawn / not participating in conversations
- Increased consumption of caffeine, alcohol or drugs
- Indecision, inability to concentrate
- Erratic or socially unacceptable behaviour
- Loss of humour
- Loss of confidence
- Increased errors
- Negative outlook on life



TRIGGERS OF POOR MENTAL HEALTH AT WORK AND HOME



Work

The following work factors could potentially result in a period of poor mental health

- Starting a new job
- Coping with an increased workload or promotion
- Poor relationships with colleagues or managers
- Poor work/life balance
- Lack of support
- Working in isolation
- Job insecurity/fear of redundancy
- Conflicting home/work demands
- Unsafe or poor working conditions
- A disorganised and messy work space



Home

The following personal homelife factors could potentially result in a period of poor mental health:

- Bereavement
- Social isolation or loneliness
- Being bullied or experiencing discrimination
- Domestic violence
- Relationship breakdown
- Severe or long-term stress
- Having children
- Health scares or physical illness
- Drug and alcohol misuse
- Trauma (childhood, being in a car crash, abuse etc.)
- Financial issues



MENTAL HEALTH IN THE WORKPLACE



Work can have a positive effect on our mental health. It can give us a sense of purpose, give us a chance to interact with others, and access supports we might not get at home.

On the other hand, work can also negatively affect us through job stress, bullying or discrimination which could trigger a mental health condition or cause an existing condition to worsen.

Stress relating to our work can be managed but we must remember to monitor the stresses in our personal life too. Learning to identify when we're stressed so we can avoid or manage situations is an important way to stay well.

Here are our top ten tips for working in a mentally healthy way:

- 1 Limit working extra hours
- 2 Schedule meetings in core work hours
- 3 Take regular breaks
- 4 Try not to take work home
- 5 Take holiday leave
- 6 Set realistic deadlines and deliver on them
- 7 Sometimes it's ok to say no
- 8 Turn off your work mobile and notifications when you get home
- 9 Don't isolate yourself from others
- 10 Talk to your manager about how you are feeling (stressed, anxious, issues at home)



MENTAL HEALTH AT HOME



Home can also have a positive effect on our mental health. It is the place we wind down after work and where we spend time with loved ones. Your house is an extension of your personality and family and impacts how you think and feel on a daily basis.

Home can sometimes affect us negatively though from relationship problems to having a poor support system to poor housing situations. Clutter and disorganization can negatively impact how you feel also.

Here are our top ten tips for improving your mental health at home:

- 1 Switch off from work
- 2 Keep active (Walking, Swimming, Cycling, Gym)
- 3 Do something you enjoy (A class, Art, Singing, Reading, Listening to music)
- 4 Connect with friends and family
- 5 Eat healthy foods and avoid processed junk food
- 6 Keep your home decluttered & organised
- 7 Get a good night's sleep
- 8 Spend less time in front of the TV and your mobile
- 9 Practice mindfulness & meditation
- 10 Talk to your support system about how you are feeling



HOW TO TALK TO OTHERS



Do you suspect a loved one, friend, or colleague is not in a good place mentally? Here are some things you could ask...

How are you feeling at the moment?

Are you feeling positive at the moment?

How long have you felt unwell? Is this an ongoing issue?

Do you have a good support network at home?

Have you spoken to anyone else about how you are feeling?

Is there anything myself or Johnsons can do to help support you?

Is work contributing to your distress?

Did you know theres lots of advice and support systems out there?

How is your stress level?

Is there anything you want to talk about?

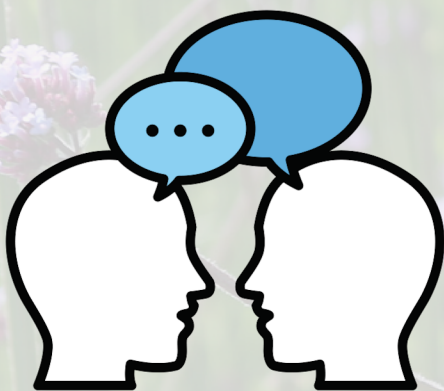
Are you sleeping ok?

I THINK I NEED HELP, WHAT CAN I DO?

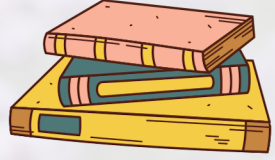


You are not alone; one in four of us will have a mental health problem of some kind during our life.

- 1 Realise you are not alone and can be helped.
- 2 Talk to someone you trust, such as a friend, partner or family member or a work mental health first aider/ a manager.
- 3 Go see a GP, they are trained to offer support and help and will have the best contacts to help you.
- 4 Look at ways you can help your mental health such as getting a good night's sleep, reducing your screen time and eating healthily.
- 5 Look at the helplines we've listed on pages 13-14.
- 6 Look at the resources on the next page - why not purchase a self-help book? listen to a podcast or download a book?



RESOURCES



Books

A cure for darkness - Alex Riley
Why we sleep - Matthew Walker
CBT for beginners - Jane Simmons and Rachel Griffiths
Chimp paradox - Steve Peters
1-minute gratitude journal - Brenda Nathan
Great dream - 10 keys to happier living - Vanessa King
Healing is the new high - Vex King
Good vibes, Good Life - Vex King
Unfu*k Yourself - Gary John Bishop
Why has nobody told me this before - Jule Smith



Podcasts

Happy place - Fearne Cotton
Mentally yours - Ellen Scott and Yvette Caster
Feel better, live more - Dr Rangan Chatterjee
Manup! - Andy Richardson, Tommy Danquah
Stompcast - Dr Alex George



Apps

Calm
Head Space
Insight Timer
Dictaphone
Catch it
Bloom
Buddhify
Moodtrack diary
Happify



Websites

Mind
Mental Health.org
Mind Angles
Samaritans
Rethink mental illness
Sane
CALM
Orca
10 keys to happiness
MoodZone



ABUSE

Alternatives to Violence Project

☎ 07479 982703
💻 www.avpbritain.org.uk
✉ yorkshire@avpbritain.org.uk

Men's Advice Line

☎ 0808 801 0327
💻 www.mensadviceline.org.uk
✉ info@mensadviceline.org.uk

IDAS - Independent Domestic Abuse Services

☎ 0808 2000 247 - 247 helpline
💻 www.idas.org.uk
✉ info@idas.org.uk



ALCOHOL & DRUGS

Changing Lives Addictions and Recovery Service

☎ 01904 621776
✉ oaktrees.york@changing-lives.org.uk
💻 www.changing-lives.org.uk

Alcoholics Anonymous

☎ 0800 9177 650 (24 hours)
💻 www.alcoholics-anonymous.org.uk

Rehab4addiction

☎ 0800 140 4690 (24 hours)
✉ info@rehab4addiction.co.uk
💻 www.rehab4addiction.co.uk

Talk to Frank

☎ 0300 123 6600 (24 hours)
💻 www.talktofrank.com





BEREAVEMENT

The Bereavement Trust

☎ 0800 435 455

✉ info@bereavment-trust.org.uk

🌐 www.bereavment-trust.org.uk/english

CRUSE Bereavement Care

☎ 0844 477 9400

✉ helpline@cruse.org.uk



DEBT AND FINANCES

Money Advice Service

☎ 0800 138 777

🌐 www.moneyadviceservice.org.uk

National Debtline

☎ 0808 808 4000

🌐 www.nationaldebtline.co.uk



EATING HABITS

B-eat

☎ 08456 341414

🌐 www.b-eat.co.uk

✉ help@b-eat.co.uk



GAMBLING

Gamblers Anonymous

☎ 0207 384 3040

🌐 www.gambleranonymous.co.uk

GamCare

☎ 0808 802 0133

🌐 www.gamcare.org.uk



HELPLINES A-Z



GENERAL MENTAL HEALTH & WELLBEING

Mind infoline

☎ 0300 123 3393

✉ info@mind.org

🌐 www.mind.org.uk

CALM (Campaign Against Living Miserably) Open 5-midnight every day

☎ 0800 58 58 58

🌐 www.calmzone.net

Rethink Mental Illness

☎ 0300 5000 927

✉ info@rethink.org

SANE 6-11 pm daily

☎ 0845 767 8000

✉ sanemail@sane.org.uk



SELF HARM & SUICIDE

CALM

By men and for men. Exists to prevent male suicide in the UK. The helpline is open 5 pm-midnight every day of the year.

☎ 0800 58 58 58

Samaritans

☎ 116 123

✉ jo@samaritans.org



Helping people
in horticulture
Perennial

WHATEVER THE PROBLEM

Perennial is here to help

Know someone who works with plants,
trees or grass who is struggling physically,
financially or personally?

Our friendly and experienced team can
help families through life-changing events
with health, money and family support.

Please spread the word that Perennial
is here with free, confidential and
personal support.

0800 093 8510
Perennial.org.uk
services@perennial.org.uk



able
futures



Is something playing on your mind at work?

If you're experiencing issues that are affecting your mental health at work, Able Futures can help.

We can give you nine months' advice and guidance from a mental health specialist who can help you look after yourself and learn coping mechanisms, build resilience, access therapy or work with your employer to make adjustments to help you have more good days.

There is no cost to use this service, no waiting list and it's completely confidential.

**Call Able Futures free on 0800 321 3137
or visit www.able-futures.co.uk**

Relating

The people around you offer a valuable pool of support so it's important to put time into strengthening those connections.

Give it a go:

- Meet up with someone you haven't seen in a while
- Turn off distractions to chat with friends or family about your day

Exercising

Regular activity will provide an endorphin boost and increase confidence.

Give it a go:

- Find an activity that suits you and your schedule
- Swap the car on short journeys and cycle or walk to work



Awareness

Taking time to switch off autopilot and 'be in the moment' is a great tool to combat stress.

Give it a go:

- Pay attention to your senses — what can you see, hear or feel around you?
- Choose a regular point in the day to reflect



Giving

Holding out a helping hand makes other people happy and will make you feel happier too.

Give it a go:

- Share your skills or offer support
- Ask friends, family or colleagues how they are and listen without judgement



10 KEYS TO HAPPIER LIVING

ACTION FOR HAPPINESS

Find out more about the 10 Keys to Happier Living at actionforhappiness.org



MHFA England

Visit mhfaengland.org to learn about Mental Health First Aid and how you can support a friend, family member, colleague or student with their mental health

Trying out

Learning new things is stimulating and can help to lift your mood.

Give it a go:

- Take on a new role at work or school
- Try out a new hobby, club or activity that interests you



Direction

Working towards positive, realistic goals can provide motivation and structure.

Give it a go:

- Choose a goal that is meaningful to you, not what someone else expects of you
- Remember to celebrate progress along the way



Meaning

People who have meaning in their lives experience less stress, anxiety and depression.

Give it a go:

- Prioritise the activities, people and beliefs that bring you the strongest sense of purpose
- Volunteer for a cause, be part of a team, notice how your actions make a difference for others



Resilience

Although we can't always choose what happens to us, we can often choose our own response to what happens.

Give it a go:

- Find an outlet such as talking to friends or writing it down
- Take action to improve your resilience skills



Emotions

Positive emotions can build up a buffer against stress and even lead to lasting changes in the brain to help maintain wellbeing.

Give it a go:

- Take time to notice what you're grateful for and focus on the good aspects of any situation
- Set aside time to have fun

Acceptance

No one is perfect. Longing to be someone different gets in the way of making the most of our own happiness.

Give it a go:

- Be kind to yourself when things go wrong
- Shift the focus away from what you don't have and can't do, to what you have and can do

Want to Feel Happier?

Ten Keys to Happier Living

GIVING



Do things for others

RELATING



Connect with people

EXERCISING



Take care of your body

AWARENESS



Live life mindfully

TRYING OUT



Keep learning new things

DIRECTION



Have goals to look forward to

RESILIENCE



Find ways to bounce back

EMOTIONS



Look for what's good

ACCEPTANCE



Be comfortable with who you are

MEANING



Be part of something bigger



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