



## CPI Objective 2

Implementing a Mental Health and  
Wellbeing Strategy

28<sup>th</sup> June 2022

An aerial photograph of a multi-lane highway that curves through a dense, green forest. The road is elevated on concrete pillars. The forest is thick with various shades of green, suggesting a healthy ecosystem. The highway has several cars visible, indicating it is in use. The overall scene is a blend of natural beauty and modern infrastructure.

## Mission & Journey

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Raise the profile of Health & Wellbeing

Embed Health & Wellbeing making it 'Business As Usual'



**Be caring**

We take pride in what we do and care about our customers, our people and the world around us.



**Be challenging**

We are not afraid to constructively challenge each other and ourselves to find a better way forward.



**Be trusted**

We can always be trusted to deliver on our promises.



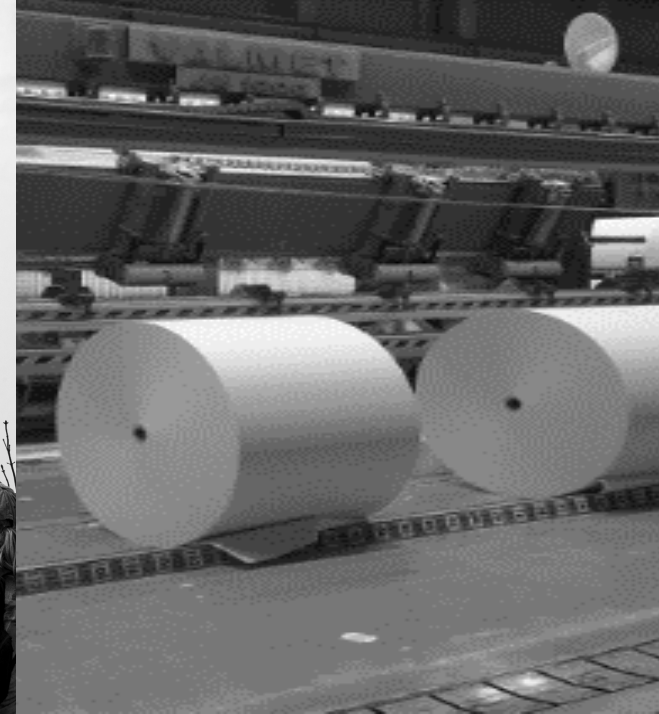
**Be responsive**

We seek new ideas and understanding and are quick to react to opportunities



**Be tenacious**

We get things done



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Learn from what we do

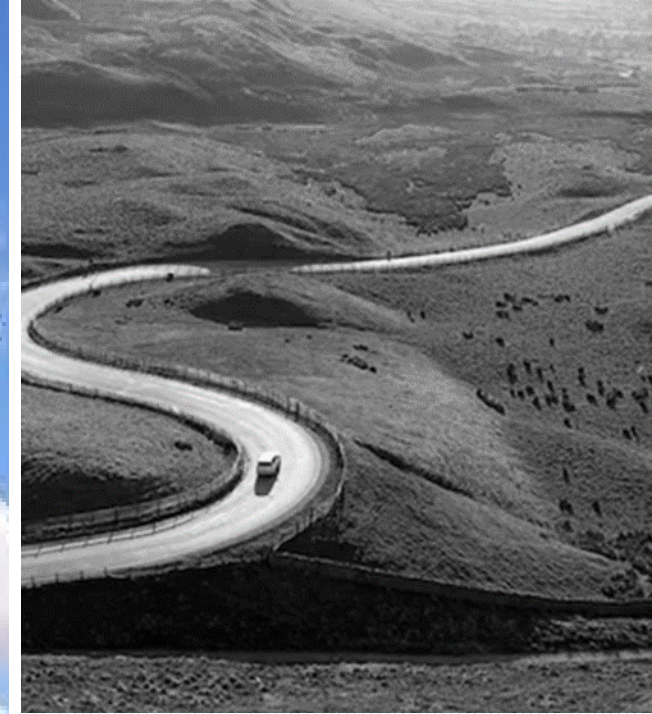
Understanding key stakeholder's views on Health & Wellbeing

Keep going!



**Where to start**

**What direction to go**



**Learning lessons  
and being agile**

**Setting sail (again)**

**Are we there yet?**

# Starting Point



## Engagement

Feedback from employees on mental health and wellbeing



## Baseline

Mates in Mind undertook a Mental Health audit



## Research

What do other companies do?



# The Roadmap- How

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Promotion

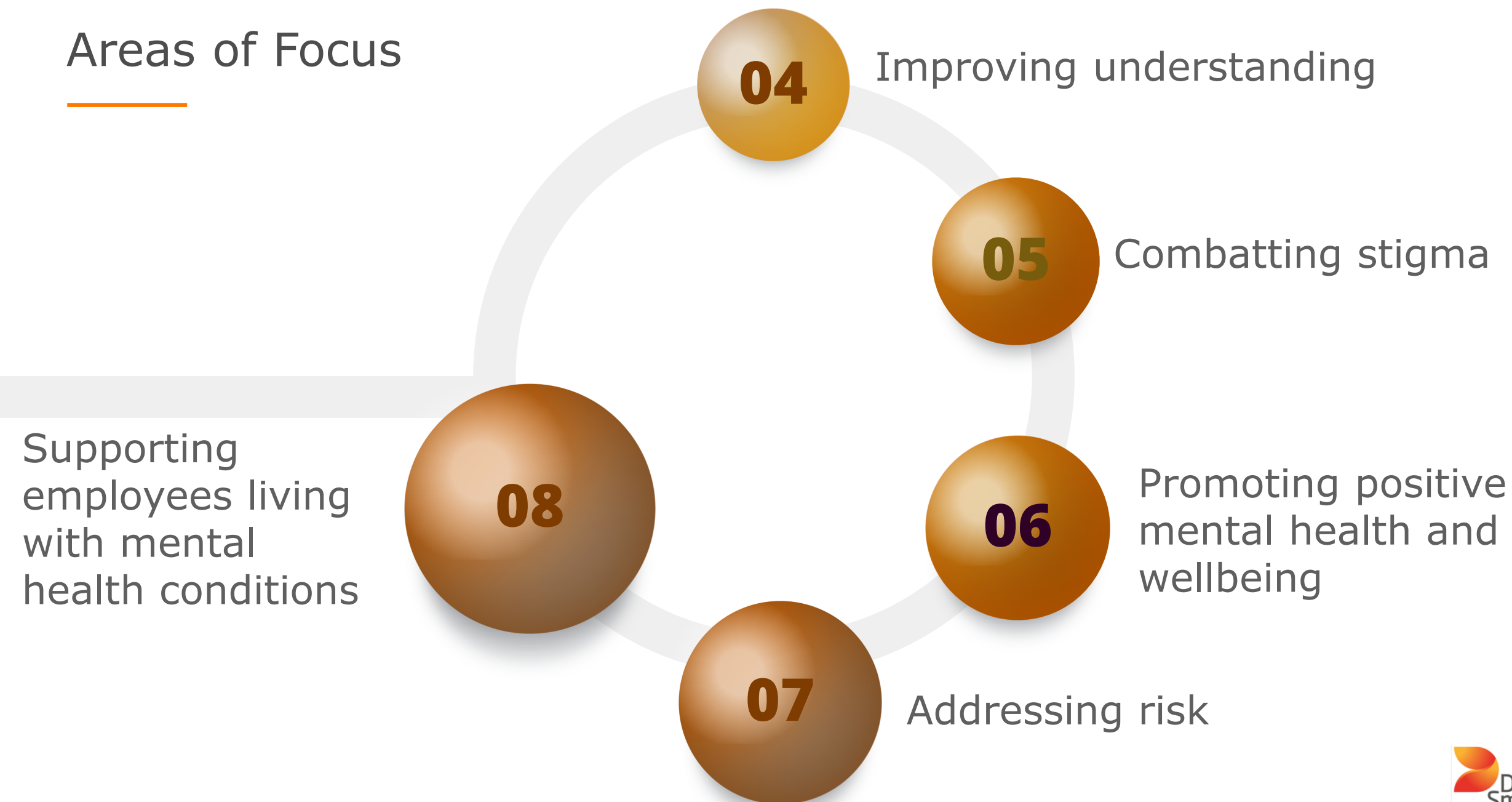


Protection

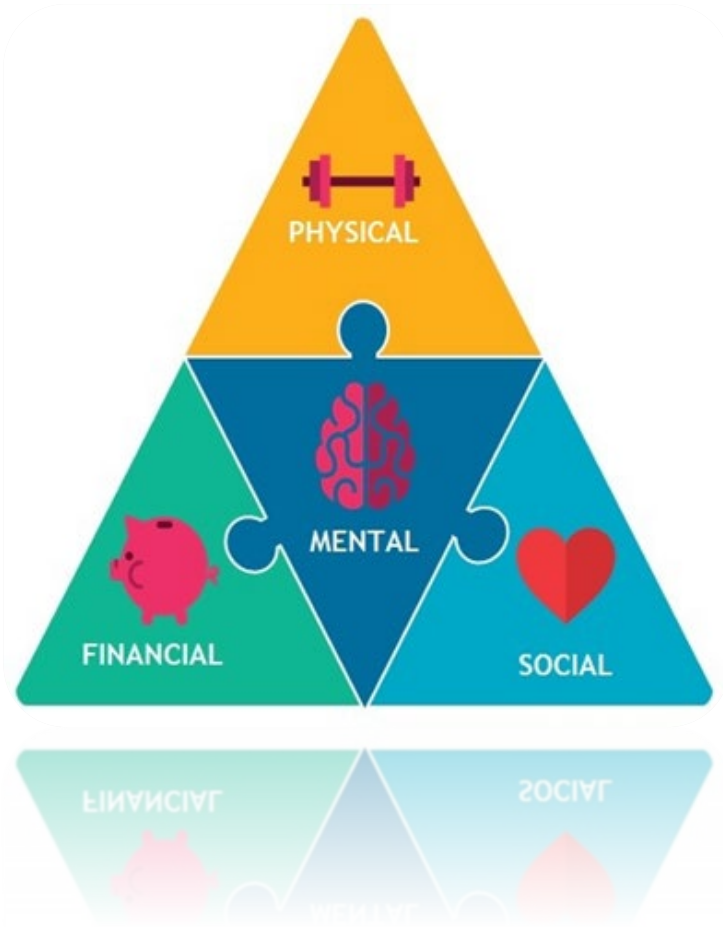


Support

## Areas of Focus



# Next Phase- Collaborative Approach – Structure



- **Paper and Recycling**

- 4 Elements
- Health & Wellbeing Policy
- Communication strategy
- Recognising links to HR/HS
- Sharing of practise
- Review

- **Sites**

- H&W working group with sub-project teams
- Support and signposting

# Leadership & Engagement

- Strategic plan, focused on 4 elements of health and wellbeing
- Discussed with senior managers at routine leadership meetings
- Strategy signed by the senior leaders, and communicated across the businesses
- Senior manager visible support of strategy shown through their involvement
- Health and wellbeing discussed at the same time as Health and Safety by senior business leaders
- Health and wellbeing a standard topic for discussion during leadership site tours
- Health and Wellbeing golden thread



# Working Groups

- 5K Friday
- MOT's
- Additional Health checks
- Picnic Tables
- Sports events- football, rounders, crickets
- Charity activities- litter picks, fund raising
- Community activities- schools, park run
- Gym
- Signposting & Group Apps
- Healthy Eating
- Drop in lunch area
- Communications



# Occupational Health Centre

- Improved facilities
- Private consultation rooms
- Audiometric booth
- Central to site
- First Aid room
- Allows additional support opportunities, e.g. Health MOT's, STOPTOBER, etc.
- Surveillance and self referral
- Health and Wellbeing information hub





Multi level training to ensure all levels of the business have a founding on mental health

- **Mental Health First Aiders (MHFA)**
- Volunteers across departments and shifts
- Support structure
- Periodic refreshers in house
- **Train the Trainer for 'Start the Conversation'**
- **'Managing the Conversation' training**
- For all persons on site who have responsibility for another.
- **'Start the Conversation' session**
- Led by MHFA
- **Next: Roundtables**



# Stand Out from Mental Health Training

Start the conversation


Look after yourself

Everybody is different

10 ways to look after your mental health



# Promotion, Communication, Tools, & Education




**Kemsley Comm**  
6 April 2022

Kemsley further strengthens its relationship with Kent Fire and Rescue

On Friday 1<sup>st</sup> April, two representatives from Kent Fire and Rescue (KFRS) Training Centre paid a visit to Kemsley. The purpose of their visit was to further cement our relationship and establish a training and development programme for new recruits. As part of the programme newcomers would be exposed to an industrial environment which will be at Kemsley Mill.

We expect the first training visit to be 20<sup>th</sup> April so don't be surprised to see 2 Fire Appliances and a support vehicle on site. They end to run several scenarios whilst on-site ranging from open fire recovery to control of waste paper fires.

During one of the visits, they will bring along their public relations officer to record and publish our help.



**DS Smith**

Welcome to our quarterly **UK Health & Wellbeing Feature**.

As we approach the final part of the year and the autumn and winter months set in its important to reset our thoughts to our health and wellbeing.

It is easy to get distracted by all the challenges life throws at us but it is also never too late to make some small, positive changes to our lifestyle that can actually make a big difference overall. Start the journey today!

This feature can easily be printed using the 'Print All' button at the bottom and shared with our shop floor colleagues.



**Health and Wellbeing**

This Month's Health and Wellbeing theme is  
**Mental Health – It's Good to Talk initiatives**

**Sharing**  
Having a problem which is troubling you going round and round in your head like the washing in a machine tends to make it become bigger and much bigger than it actually is. This can impact on your whole emotional wellbeing, affect your sleep, mood, work, relationships and so on. Avoidance is not the solution – the sooner it is dealt with the better for your mental health.

Everyone at some point will have a problem bothering them and it is not a weakness to admit you have issues. The earlier you speak with someone the earlier there will be a resolution/support or the help that you require.

If you have a close friend, colleague or relative you can trust let them know you have an issue and you want to confide in them. Your doctor or Practice Nurse is equally a good port of call especially if you need medication or referring on to psychological support services. Both your GP and Practice Nurse will have heard whatever your problem is in a similar form before so no need to be embarrassed to admit you are not coping. It is important if you have a work related issue you speak with your manager or HR department – if you do not tell them you have an issue how can it be expected to be resolved? Talking Therapies/Counselling

**Talking Therapies/Counselling**  
Counselling is the general term used for talking therapies and there are a variety of types of therapy available. Therapy has a variety of benefits to offer including helping improving the following:-

- feelings of loneliness
- sleep disruption
- appetite
- positivity
- security
- thought processes
- dealing with issues that have been avoided
- relating to others
- acceptance of who you are

**Mental Health support:**

**Group Therapy**—this type of therapy is useful for bereavement or grief. The advantage of this type of therapy is that you will meet with people in a similar situation who are able to empathize with your situation. Group meetings are often used for other reasons such as Alcohol related problems and a buddy system is used.

**Bereavement** – everyone reacts differently to a bereavement there is no right or wrong way. If you have been bereaved or living with someone who is bereaved and struggling to come to terms with your loss referral to a specialist bereavement counsellor may help. It is important not to be afraid to talk about the person who has died – those close to you or others you see every day may not mention it due to feeling they may cause upset. This in turn can lead to isolation.

**Relationship Therapy**—If you have marriage/relationship issues which cannot be resolved between you therapy is available via Relate, <https://www.relate.org.uk/relationship-help> which will help mediate and, possibly, help save your relationship.

**Stress**  
Everyday life and events can be stressful and challenging both at work and home. Take the opportunity to discuss any troubling thoughts regarding with your line supervisor/HR department before they escalate out of control impacting on your health.

There is the saying **"A problem shared is a problem halved"**. Don't bottle things up – **it is good to talk**



Details for further information/help  
[https://www.mind.org.uk/information-support/drugs-and-treatments/talking-therapy-and-counselling/types-of-talking-therapy/#.Xp\\_yynsaU](https://www.mind.org.uk/information-support/drugs-and-treatments/talking-therapy-and-counselling/types-of-talking-therapy/#.Xp_yynsaU)  
<https://www.nhs.uk/conditions/stress-anxiety-depression/coping-with-bereavement/>  
Alcoholics Anonymous - Tel: 0800 9177 650 email: [help@aaemail.org](mailto:help@aaemail.org)

**Community Engagement & Wellbeing Activities**

Support available	
Colleagues/Your manager	Your GP
HR	NHS 111 (England) or 08454647 (Wales)
Mental Health First Aiders	Samaritans on 116123
Employee Assistance Programme	MIND- 0300 122337 or <a href="http://www.mind.org.uk">www.mind.org.uk</a>
Thrive App	Rippler UK - 0333 323886
Occupational Health	CALM - 0800 585858
Active Digital GP	Anxiety UK 03444 775774
	Young Mind 0800 8025544
	NHS Website <a href="https://1111.com/">https://1111.com/</a> Free online course
	Local Support Groups
	Friends and Family

**Community, Engagement and Well-being Activities**

Until 26.10.21	Flu Vaccinations
01.10.21	Relaunch of 5K Fridays
10.10.21 email and	World Mental Health Day – Thrive information shared in Kemsley Comms/Via Yammer
18.10.21	Employee Survey Launch until 15 November
18.10.21	Cycle to Work Scheme window opens until 28 November
20.10.21	Black History Month – Jamaican menu in the Kemsley Kitchen
12-16.10.21	National Work-Life Balance week
	Thrive – Understanding Obsessive Compulsive Disorder webinar
26.10.21	Launch of new classroom style induction
28.10.21	Nurturing a Happy Workforce webinar
TBC	Tree Planting in Milton Creek Country park

**COURSE**  
**BiteSized Book Series - Mental Health sample**  
BiteSized Book Series - Mental Health sample  
10m Everyone Jun 2021  
From Channel: [Workday Remedy\(SM\)](#)

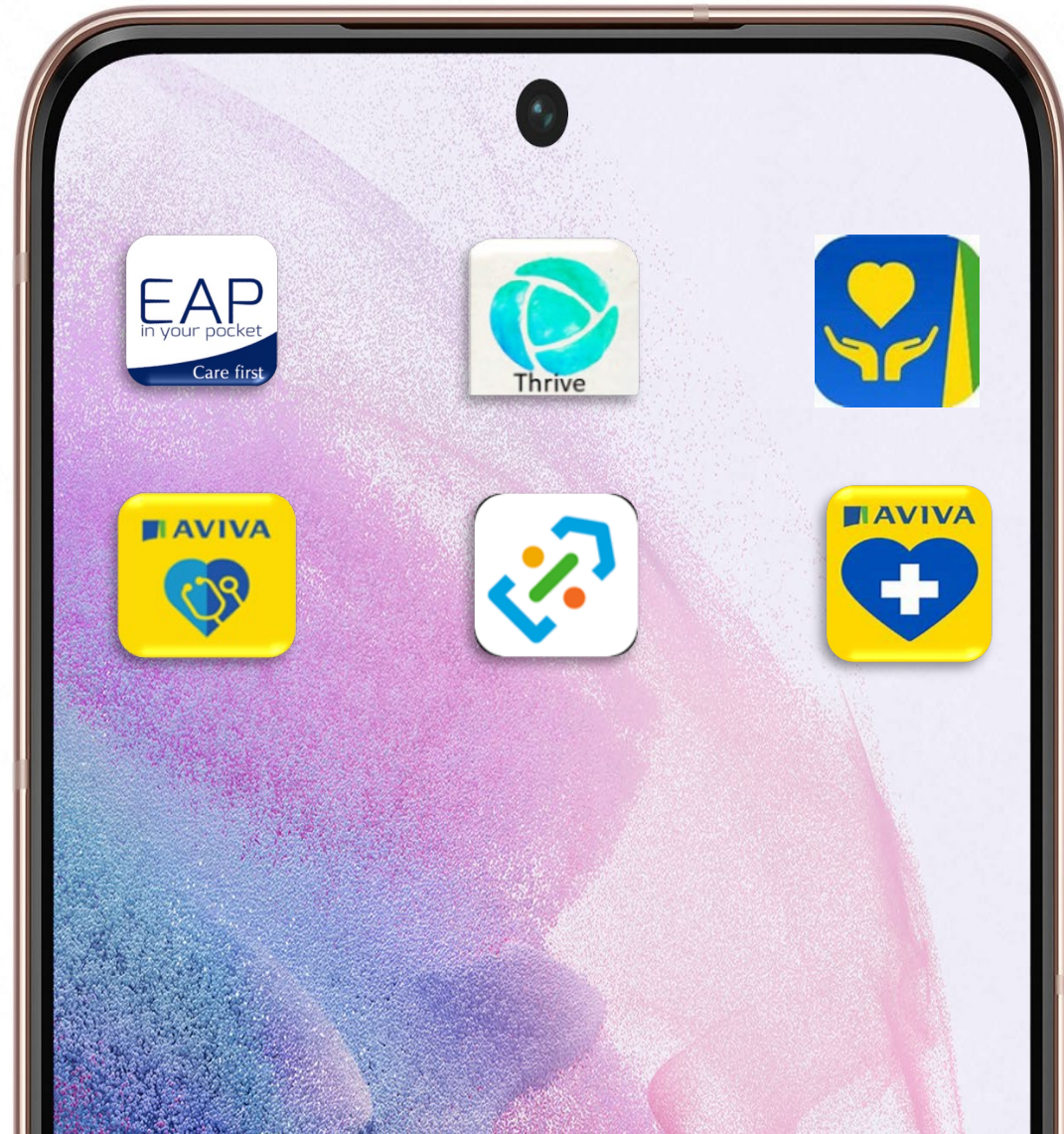
**COURSE**  
**Mayo Clinic Q&A: COVID-19 pandemic's mental health toll**  
Fear and worry are normal responses when people perceive and experience threats. The COVID-19 pandemic has brought daily stressors over the past year, leaving many people with a sustained feeling of anxiety. While social distan...  
36m 11s Everyone Feb 2021  
From Channel: [Mayo Clinic Q&A Public Health](#) [Overcome Burnout and Thrive in Turbulent Times Leadscap](#)

**COURSE**  
**Mayo Clinic Q&A: Mental Health and Coping During the Pandemic**  
A recent survey conducted on behalf of the American Psychological Association found that nearly 80% of adults say that the coronavirus pandemic is a significant source of stress in their lives. In addition, 60% say that they are overw...  
28m 1s Everyone Nov 2020  
From Channel: [Mayo Clinic Q&A](#)

**COURSE**  
**Morra Aarons-Mele on Managing Your Emotional Well-being During the Workday**  
Anxiety can be short-lived and situational or it can last for years and just be part of who you are. In this expert insights course featuring author and host of the podcast, The Anxious Achiever, Morra Aarons-Mele, outlines ways to lead well...

# Tools, Education, & Support

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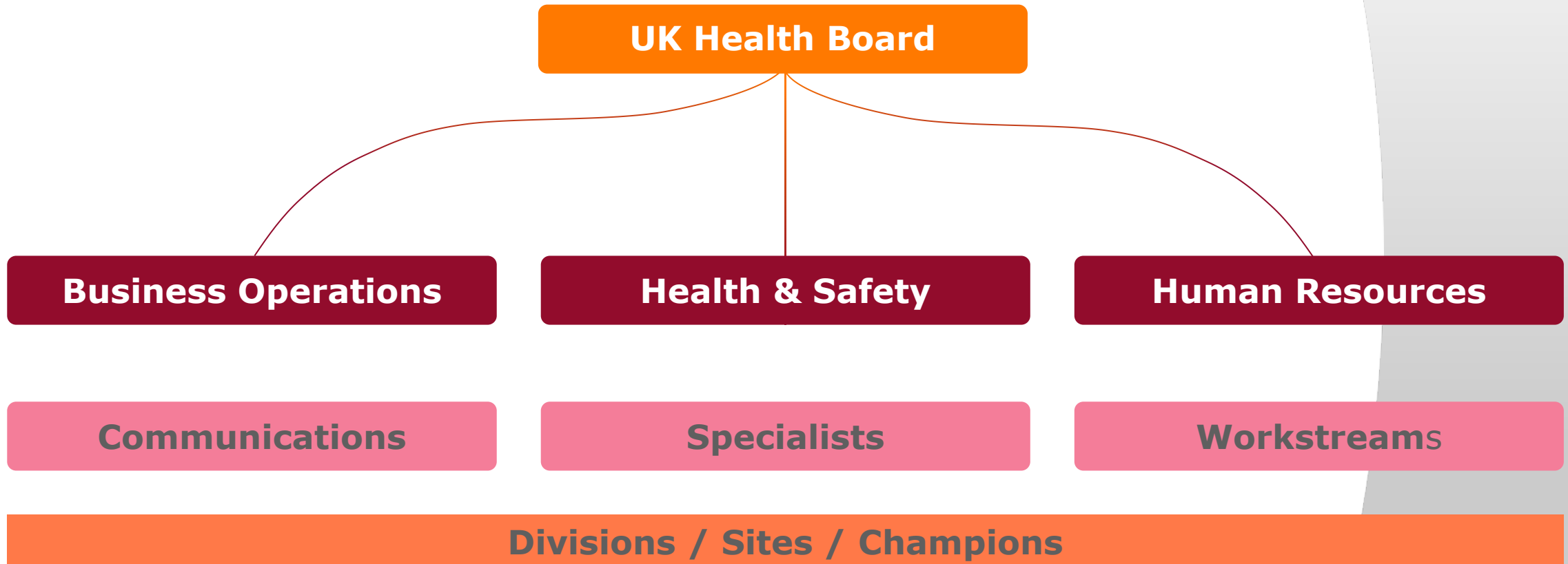


# Support & Empowerment

Information and sign posting  
Managers tool kit

Training  
Health Safety & Wellbeing Leadership & Role Modelling  
Managing the conversation  
Line Manager training

# Current State- Health Board



Determine Strategy



Board Members



Support Function



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Thank You

Danke Dankjewel Благодаря 谢谢 Hvala Dík Tak Aitäh Kiitos Merci Ευχαριστώ  
Köszönöm Grazie Paldies Ačiū Ви благодарам شكرالكم Dziękuję Obrigado Mulțumesc  
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The Power of Less®