

Content
Culture
Inspire
Belonging
Diversity
Health
Growth
Social
Collaboration
Support
Panic
Resilience
Mind and Body
Peace
Sleep
Powerful
Valued
Fitness
Connection
Feelings
Experiences
Ask
Stress
Cope
Prevention
Adaptation
Laughter
Life
Respect
Conversation
Trust
Psychology
Engagement
Care
Living
Happiness
Kindness
Security
Mental Health & Wellbeing

**Mental Health
and Wellbeing
Conference**
16/17 February 2022



The impact of Covid is still being felt by individuals, organisations and communities across the whole of Wales. And not just the physical effects; the consequences of living and working through a pandemic have also been significant.

The pandemic has pushed the wellbeing agenda to become one of the highest 'people priorities' for an organisation to address. So what changes do we need to make as employers to maximise wellbeing opportunities and mitigate the threats?

This conference will shine a spotlight on issues affecting our staff, tenants and society as a whole, and give delegates practical tools to take away and apply in their daily lives and work.

With international speakers, moving and powerful calls to action and compelling evidence of the importance of looking after wellbeing, this conference will make you consider the policies, support mechanisms and priorities placed on wellbeing in the workplace.

We'll look outside of the housing sector for answers and debate. We'll hear from WG and ACAS on what support we should be putting in place. We'll hear how Covid has impacted gender and ethnicity differently. And we'll find out secrets from the world's happiest country!

We can't wait to virtually welcome you to the conference in 2022!

Phillipa Knowles

People and Business Director

DAY 1 - At A Glance

Breaking the Silence - David Beeney, Mental Health Consultant

Gender, diversity & equality and impact on workplace happiness - Lord Mark Price

Supporting the mental health of your people in a post covid world - Gethin Nadin, Psychologist, HR Author and Chair of the Engage for Success Thought Action Group on Wellbeing

DAY 2 - At A Glance

The Importance of Wellbeing for Wales Andrew Tamplin

Wellbeing Matters - panel discussion with Lynne Neagle MS, Deputy Minister for Mental Health and Wellbeing, Helen Lovitt, Mental Health Senior Advisor, ACAS and Louise Price, Partner and Head of Employment and HR services, Hugh James

The year of living Danishly - Helen Russell, Journalist and Speaker

Over both days there will be a number of workshops running including:

- Housing Officers: Supporting those who are supporting others
- Lessons from developing & implementing a wellbeing strategy
- An innovative approach to tackle the wellbeing of young people
- The importance of sleep
- Award winning wellness digital campaign
- Wellbeing at work

Key:

Main Session

Break & Networking

Workshop

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DAY 1 | Wednesday 16th February 2022

9.00 - 9.45am	Networking and exhibition viewing - A chance to virtually network with delegates and exhibitors
9.45 - 10.00am	Welcome and Introductions Andrew Tamplin, Canna Consulting Andrew talks from the heart, he has lived and breathed the roles of senior leadership and has also battled (and is winning) a mental health challenge. Andrew had to make some challenging, and difficult personal life choices after suffering a mental breakdown. This life changing event gave Andrew the motivation to make the change. His recovery coincided and was hugely supported by being able to help others through coaching, mentoring and talking openly about his challenges. Today, Canna provides a suite of mentoring and coaching services, delivers mental health & wellbeing training for organisations and support leaders in their professional development. Andrew will set the scene for Day 1 of our conference, with his own thoughts and hopes for the conference.
10.00 - 11.00am	Breaking the Silence David Beeney You just can't tell by looking at someone how they are feeling inside. Breakingthesilence.co.uk founder David Beeney enjoyed a successful 30-year career, but spent most of that time hiding his anxiety and panic attacks - until his life changed when he was asked to deliver a talk on mental health. David realised it's ok to not be ok. That you can inspire people when you show your vulnerability and that you need to have self compassion and be kinder to yourself. As leaders within our organisations, what can we learn from David's experience about mental health awareness in the workplace. How can we create stigma free environments? This will be a powerful, moving and inspiring session to start our conference.
11.00 - 11.15am	Break and Networking

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11.15 - 12.00pm	Gender, diversity & equality and impact on workplace happiness Lord Mark Price, Founder of Workl and former CEO of Waitrose Founder of Workl and former CEO of Waitrose, Lord Mark Price has been instrumental in developing a tool to measure workplace engagement and happiness. In recent research 'The state of workplace happiness' carried out by Workl it was found that men have become happier over lockdown compared to women. Men aged 19-24 are happier (62%) than women of the same age (59%) with women from this age group feeling least heard at work. In this session, Lord Price will discuss diversity within the workplace, revealing how workplace happiness can differ between ethnicities and genders as well as the importance of wellbeing in the workplace and how this has changed compared to pre-pandemic times and what organisations should be doing to address these differences.
12.00 - 12.45pm	Lunch
12.45 - 1.30pm	A series of workshops
	Workshop: An innovative approach to tackle the wellbeing of young people Alcemi Project leads - Trish Hoddinott, Sustainability Manager and Sharon Crockett, Director of Innovation and Culture, Melin Homes CHC is running a 12 month innovation pilot to build innovation capacity within the sector and to support collaboration on shared challenges. Following crowdsourcing of ideas, an innovation group made up of representatives from housing associations looked at how they could prevent the mental health of young people aged 10 & 11 worsening. The project group was supported by our delivery partners SimplyDo Ideas and Element. During this session, the project leads will update delegates on their journey, key findings and what we can learn from their experience.
	Workshop: Lessons from developing & implementing a wellbeing strategy Dr Sabrina Robinson, Wellbeing Lead, Essex County Council Sabrina is a Chartered Psychologist registered with the British Psychological Society (BPS) and a Health Psychologist registered with the UK Health and Care Professions Council (HCPC).

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	As Wellbeing Lead at Essex Council Sabrina's role is to drive their employee wellbeing strategy, action plan and infrastructure for 7500 employees, focussing on four key pillars of wellbeing; mental, physical, social and financial wellbeing. Earlier this year Essex County Council launched their workforce Wellbeing Strategy 2020 – 2025 with a focus on having a positive impact on the council's wellbeing culture, being prevention focussed, personal wellbeing, improved standards, collaboration and impact, and having positive and well equipped leadership and management role models. Sabrina is passionate about using psychological approaches to develop sustainable health and wellbeing initiatives in the workplace and has supported a wide range of organisations over the years to explore ways they can support the wellbeing of their workforce. During this session she will explore ways that delegates can support the wellbeing of their greatest asset – their employees.
	Workshop: Award Winning Wellness Northumbrian Water - Invited Like many businesses during the height of the Covid crisis, Northumbrian Water Group (NWG) was faced with a critical challenge. Tasked with the essential work of keeping water flowing to customers during one of the hottest summers on record while in the middle of a pandemic, the HR team knew it needed to bolster its wellbeing provisions. NWG had offered a basic wellbeing package that was focused on face-to-face connections and events, but this was not sufficiently connected for the post-Covid landscape. The solution was Living Well, a digital service available 24/7 and accessible from any device – perfectly suited to the organisation's predominantly male operational staff, many of whom are shift workers. The service is split into three primary areas of wellness – mind, body and social – and as well as incorporating existing services, new programmes and content were developed and are being continually refreshed. More than three-quarters of colleagues have engaged with Living Well, and the team sees engagement coming from both work and personal devices and on all days of the week. On top of this, nearly all people managers have accessed the manager's Covid portal, while almost 2,500 employees have accessed the site's Covid Hub since November 2020. Find out how this CIPD award winning health and wellbeing initiative was such a success and what we can learn from their digital first and accessible approach to wellbeing.
1.30 - 1.45pm	Break and Networking
1.45 - 2.30pm	Supporting the mental health of your people in a post covid world Gethin Nadin, Psychologist, HR Author and Chair of the Engage for Success Thought Action Group on Wellbeing

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	When Gethin moved into the role of Chair of the Wellbeing Thought and Action Group (TAG) at Engage For Success, one of his first tasks as chair of a group of experts, was to warn employers of what they expected to happen over the next 5 years and give them practical ways in which they could better support their people through recovery as we began to see the end of the pandemic. So, to mark the 10-year anniversary of Engage For Success, the Wellbeing TAG created a special report on employee mental health and Covid19 recovery. Gethin will reflect on the report findings and what he sees are the biggest challenges facing employers to better support the mental health of their people.
2.30 - 2.45pm	Conference closing remarks Andrew Tamplin, Canna Consulting Andrew will draw day 1 to a close and reflect on the discussions covered during the conference.

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DAY 2 Thursday 17th February 2022	
9.15 - 10.00am	Networking and exhibition viewing - A chance to virtually network with delegates and exhibitors
10.00 - 10.15am	Welcome and Introductions and scene setting Andrew Tamplin, Canna Consulting
10.15 - 10.40am	The Importance of Wellbeing for Wales Andrew Tamplin, Canna Consulting To start day 2 of our conference Andrew will delve deeper as to why well being matters not only to an organisation or individual but for society and our economy as a whole.
10.40 - 11.00am	Break and Networking
11.00 - 12.00pm	Wellbeing Matters - Panel discussion • Andrew Tamplin, Consultant (Chair) • Lynne Neagle MS, Deputy Minister for Mental Health and Wellbeing • Helen Lovitt, Mental Health Senior Advisor, ACAS • Louise Price, Partner and Head of Employment and HR services, Hugh James With remote working here to stay, and the impact of the pandemic still being felt by our workforce and communities, what are the key considerations that we as HR professionals need to ensure we are addressing? We'll be exploring questions such as: • What have we learnt from the pandemic and how long will we have to deal with its impact on staff's wellbeing? • What support do organisations need from the Welsh Government to ensure we have sufficient resources and skills to look after our staff? • What are the wellbeing implications of remote working being embedded in our revised ways of working?

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	• How can we objectively measure our team's wellbeing? • How can we embed a culture where wellbeing is at the heart of all conversations, interactions and decision making?
12.00 - 12.45pm	Lunch
12.45 - 1.30pm	A series of workshops
	Workshop: The importance of sleep Vicki Dawson - CEO, The Sleep Charity Sleep deprivation can have a serious impact on emotional, physical and mental health. And research by The Emlyon Business School found that managers are sacrificing the recommended 7/9 hours of sleep per night in order to feel more productive (CIPD People Mgt Magazine Oct/Nov21). The Sleep Charity provides access to high quality information and advice to deal with most sleep issues, and ensure everyone understands the value of a good night's sleep. What can we do as employers to help our staff sleep better? And what impact will this have on our staff's wellbeing, productivity and engagement levels?
	Workshop: Supporting those who are supporting others Annalisa Beavan - Head of Sustainable Tenancies, RHA Serena Jones - Executive Director of Operations, Coastal Housing Annalisa and Serena share their thoughts on protecting and maintaining the wellbeing of staff who are working closely with tenants, focussing on the example of Housing Officers. They will reflect on the many challenges with staff feeling valued as they face increasingly high expectations that are not sustainable, as well as Covid-related fatigue and declining morale. Delegates will be able to discuss potential solutions and approaches for bolstering resilience, and whether these are transferable to other roles experiencing similar challenges.

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	Workshop: Wellbeing at Work Louise Price, Partner and Head of Employment and HR services, Hugh James Details TBC
1.30 - 1.45pm	Break and Networking
1.45 - 2.45pm	The Year of Living Danishly – Uncovering the secrets of the world's happiest country Helen Russell, Journalist and speaker When Helen, a journalist and archetypal Londoner, was suddenly given the opportunity of a new life in rural Jutland, she discovered a startling statistic: the happiest place on earth isn't Disneyland, but Denmark, a land often thought of by foreigners as consisting entirely of long dark winters, cured herring, Lego and pastries. What is the secret to their success? Are happy Danes born, or made? Helen decided there was only one way to find out: she would give herself a year, trying to uncover the formula for Danish happiness. Closing our conference, Helen will reflect on her year and touch on the key areas that psychologists and experts agree are important in order to live a more content life. Covering trust, security, a sense of belonging, equality and addressing the aesthetics (& 'getting hygge with it'), Helen offers an insightful and useful guide to becoming happier – wherever we are. This will end with a Q&A session with Helen, our Chair Andrew and the audience.
2.45 - 3.00pm	Conference closing remarks Andrew Tamplin, Canna Consulting Andrew will draw Day 2 to a close and summarise his reflections over the last two days, and his key takeaways from the virtual conference.

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Main Session

Break & Networking

Workshop

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