

**Community
Housing
Cymru
Events**



Mental Health and Wellbeing Conference

Radisson Blu Hotel, Cardiff
20th May 2020

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Public awareness of mental ill health and poor wellbeing has increased dramatically in recent years, with campaigns like Time to Change stimulating open conversations and challenging mental health discrimination. While we have made some progress, there is still much work to do to support the 1 in 3 people who will experience mental ill health each year.

There has been strong interest from the sector in running an event as we have a significant role to play. How we approach mental health and wellbeing will impact on how we work with tenants and clients, how we support co-workers in our organisation and, of course, how we look after our own individual wellbeing.

The event is timely as it takes place during Mental Health Awareness Week for an inspirational, challenging and thought-provoking day. We have a number of high profile speakers including Nigel Owens MBE who have suffered with their own mental health and wellbeing, and we can take this time to reflect and learn from their experiences.

The day has a mix of main and workshop sessions where you will hear from a wide range of speakers on the many aspects of wellbeing (including physical, mental, financial and nutritional), learning from best practice as well as more personal experiences.

Delegates will have ample opportunity to network with colleagues and gain skills to put into practice, as well as trying out activities aimed at improving our own wellbeing.

We look forward to welcoming you in May at the Radisson Blu.

Phillipa Knowles

People and Business Director

Mental Health and Wellbeing Conference 2020

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09:30AM	Refreshments, networking and exhibition viewing
10:00AM	Welcome and Introductions
	<i>Helen White, Conference Chair, and CEO of Taff Housing</i>
	@taff_Helen
10:30AM	Improving Mental Health in the South Wales Police Force: A Big Ask?
	<i>South Wales Police – speaker details TBC</i>
	@swpolice
	<p>The health and wellbeing of 5,000 staff is a priority for South Wales Police. They recognise that in order to provide the best service to the community, the organisation needs to look after its employees. They launched a £1m programme to improve the health, wellbeing and attendance of officers and staff through engagement, process improvement, resourcing, training and development, ownership and support.</p> <p>Not only has the Police force recovered more than 41,000 officer hours in the past year through this programme, the benefits are much wider than that.</p> <p>Numerous initiatives, from appointing a mental health nurse and promoting mental health champions, to introducing the Move More challenge and training staff as running fitness coaches, make up a far-reaching programme that promotes and supports the benefits of mental and physical activities.</p>

	What can the social housing sector learn from this approach?
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11:00AM	Is Prevention Better than Intervention?
	<i>Andries Pretorius, One Step North</i>
	@AndriesPret
	<p>One Step North was established due to an increasing need for personal development and wellbeing support within the business sector in the UK. Director and Founder Andries Pretorius, a former Wales international rugby union player who had to retire early on medical grounds, discovered through his now published research in Professional Sport, that athletes who are more actively engaged in personal development perform better and more consistently. This also leads to the athletes being less susceptible to the negative impact on mental wellbeing following career transition. One Step North has seen that a similar proactive approach to wellbeing at work yields similar results.</p> <p>If 1 in 3 of us struggle with mental ill health, by definition that means 2 out of 3 aren't suffering right now! So why don't we explore why we feel well when we do? Andries' approach tackles mental health and wellbeing from this preventative perspective which focuses on reframing our brains to deal with pressures. This interactive and fun session will challenge us to rethink our own wellbeing in a different light.</p>

11:45AM	Refreshments and networking
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12:15PM	<u>Workshop 1</u> Mental Health and Wellbeing – Legal Talk
	<i>Louise Price, Partner, Hugh James</i>
	@HughJamesLegal
	As can be seen from recent case law, organisations need to ensure that they have adequate processes and support in place to help employees who are suffering from poor mental health and wellbeing. This session will outline what organisations and managers need to be doing to look

	after their employees from a legal and practical perspective, and highlight the key risks that will arise if they don't.
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12:15PM	<u>Workshop 2</u> Financially Looked After
	<i>TBC</i>
	@
	<p>A 2017 CIPD research report in employee financial wellbeing presented evidence that poor financial well-being impacts on health in terms of poor psychological well-being, higher stress and anxiety levels, and lower levels of good health. In turn, this affects productivity in terms of poorer job performance, short-term decision-making, reduced ability to concentrate, lower productivity and absenteeism.</p> <p>1 in 4 UK workers reported that money worries have affected their ability to do their job. What's also clear is this is not just about how much workers earn, but about the level of control they feel they have over their finances, irrespective of pay and grade. It is not simply about low pay. There's a clear case for taking action and supporting employee financial well-being, making it an integral part of creating a healthy workplace where people can flourish, reach their potential and make a significant contribution to their organisation's performance. There's also of course the ethical argument: we should take action because it is the right thing to do.</p> <p>So what support can associations offer to their employees?</p>

12:15PM	<u>Workshop 3</u> Able Futures – the Best Kept Secret in Wales?
	<i>Sharon Jones, Operations Director, Able Futures</i>
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	Did you know that Able Futures has been around for around 10 years providing support for staff (and working tenants) who may be

	<p>experiencing mental health issues that are affecting their work? They can provide confidential, free and specialist one to one support over a 9 month period. Sharon will be explaining how Able Futures works and how the sector can get behind this programme.</p>
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12:15PM	<p><u>Workshop 4</u></p> <p>Nutrition for Mental Health</p>
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	<i>Joanne Crovini, Nutritionist</i>
	@NutritionJo
	<p>Research suggests that what we eat may affect not just our physical health, but also our mental health and wellbeing. Some interesting facts and figures below show this to be true.</p> <p>Employees with a poor diet are 66% more likely to experience a drop in productivity (Brigham Young University) and poor eating habits cost UK employers £17 billion a year (Business in the Community).</p> <p>Joanne will tackle some of these issues in her workshop with a focus on eating to support good mental health and wellbeing. When we experience stress, depression or anxiety, our brain and bodies react. We can combat this by changing our nutrition and lifestyle habits to help overcome this. Joanne will explain this process to delegates, as well as providing practical ideas to take away and implement.</p>

1:00PM	<p>Lunch, networking and exploring some practical ways to help with our mental health and wellbeing</p>
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2:00PM	<p>My Mental Health and Wellbeing Journey</p>
	<i>Nigel Owens MBE</i>
	@Nigelrefowens
	<p>Nigel Owens MBE needs little introduction. He is a Welsh international rugby union referee and is the current world record</p>

	holder for most test matches refereed and one of five professional referees at the Welsh Rugby Union. Nigel will kick off the conference by honestly reflecting on his own mental health issues and how they were triggered, how he responded and what help and support he received. He will share the learning from his own experiences. There will be 15 mins at the end of the session for questions.
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2:45PM	<u>Workshop 1</u> Social Media, Friend or Foe: The Impact on our Mental Health and Wellbeing
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	<i>Dr Sangeet Bhullar, Executive Director, WISE KIDS</i>
	@sangeet
	<p>Dr Sangeet Bhullar is the founder of WISE KIDS, which operates in the UK and internationally to promote Positive and Empowered Use of Digital Technologies for Children and Young People and those who work with or support them.</p> <p>Increasingly this work draws on key elements of well-being, and supporting young people in developing their resilience, self-awareness and mindfulness in digital and face-to-face environments. What can we learn from this work in terms of how we approach social media from the perspective of the organisations that we work for, our staff, our ourselves and our tenants?</p>

2:45PM	<u>Workshop 2</u> Place, Green Spaces and Wellbeing
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	<i>David Clubb, Partner, Afallen</i>
	@davidclubb
	<p>Afallen is a Partnership for Future Generations. They help organisations implement sustainability with the emphasis on practical measures for immediate impact, and a simultaneous strategic, long-term perspective on preparedness for a world with a significantly different climate in 2050. There exists a wealth of literature on the</p>

	<p>benefits of green spaces to mental, emotional and physical well-being to justify the incorporation of green infrastructure into 'place-making' for social housing (and other) organisations. The improvement in well-being created by attractive, accessible green spaces is mirrored by an equivalent improvement in outcomes for the environment.</p> <p>What are the challenges that this poses to us as sector?</p> <p>If we embrace these challenges, what benefits can our tenants and staff expect to gain from adopting a 'place-based' approach focused on incorporating green space?</p>
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2:45PM	<p><u>Workshop 3</u></p> <p>Llamau</p>
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	<i>Speaker TBC</i>
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	@LlamauUK
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	<p>As we know, the impact of poor mental health is wide-reaching. For many of the people Llamau support, it has severely affected their quality of life and often leads to them disengaging with education and employment. It may also impact on their ability to maintain a tenancy and to live independently. Llamau's research shows that 90% of young people who have experienced homelessness also have a diagnosable mental health condition.</p> <p>How can our staff support tenants who may be dealing with complex mental health issues?</p>
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2:45PM	<p><u>Workshop 4</u></p> <p>Mind Cymru – Supporting the Sector</p>
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	<i>Alison Brown, Workplace Wellbeing Services Manager (Wales), Mind Cymru</i>
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	@MindCharity
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	<p>Mind Cymru offers a wide variety of tools and support (free and paid for) to organisations and individuals. Free services include the Mental Health at Work Commitment for employers, Mental Health at Work Gateway for staff and Mind Cymru Workplace Wellbeing Resources for staff and organisations. Paid for services include the Workplace Wellbeing Index for organisations, Workplace Wellbeing Training for staff.</p> <p>This information sharing session will allow delegates to gain an understanding of the types of services that Mind Cymru can offer and will outline the positive impact of their work and support to organisations across Wales.</p>
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3:30PM	Refreshments
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3:45PM	The Importance of Mindfulness
	<i>Gelong Thubten</i>
	@Gelong_Thubten
	<p>Gelong Thubten is a Buddhist monk who teaches meditation and specialises in providing non-religious mindfulness workshops and training programmes for businesses and organisations. Thubten has been a monk at Kagyu Samye Ling Tibetan Buddhist Monastery since 1993, training under some of the world's most accomplished teachers of meditation and spending over six years in intensive meditation retreat. This final session will inspire you to relook at mindfulness with a practical guide on how to develop a daily mindfulness practice.</p>

4:30PM	Reflections and Conference Close
	<i>Helen White, Conference Chair, and CEO of Taff Housing</i>
	@taff_Helen