

Health, Wellbeing and Home Working Resources

June 2021

Internal NYCC Training

All accessed via the Learning Zone

General:

- **Mental Health Awareness** - online course - *the course aims to raise awareness about mental health, helping you to spot signs and symptoms of mental health problems and suggesting some of the ways you might be able to help and signpost to appropriate support. The course also covers the '5 ways to wellbeing' a tool which can help you look after your own mental health.*
- **Covid 19 Psychological First Aid** - online course – covers:
 - *What is psychological first aid?*
 - *How do emergencies impact mental health?*
 - *The psychological first aid stages: Prepare, Look, Listen, Link*
 - *Supporting yourself and your colleagues*
- **Mental Health First Aid** - classroom course (limited access at present) - *Mental Health First Aid teaches people how to recognise those crucial warning signs of mental ill health. It is an educational course which teaches people how to identify, understand and help a person who may be developing a mental health issue. On completion of this training you will be expected to carry out the role of a Mental Health First Aider.*
- **Talking about Mental Health** – webinar - *this training provides attendees with the opportunity to explore the signs to look out for when identifying mental ill health. They will also consider how they might approach and respond to someone needing support. There will be signposting to helpful websites and resources.*
- **Resilience** - interactive webinar -*this training aims to explore the physical health needs that many people who use mental health services may have, and look at ways in which these needs can be met by non-medical mental health workers.*
- **Body & Mind (Mental Health colleagues only)** – online course - *this training aims to explore the physical health needs that many people who use mental health services may have, and look at ways in which these needs can be met by non-medical mental health workers.*
- **Anxiety & Depression (Mental Health colleagues only)** -*this course is designed specifically for any staff member who may have contact, through their role, with people experiencing mental health issues.*

- **Skills Booster – Building Resilience** – video - *Building resilience is all about developing the skills we need to withstand pressure, change and trauma in our lives and improving our ability to recover from setbacks and adversity. In the working environment, resilience enables us to cope with increased pressure and demand, handle problems constructively and approach organisational challenges such as redundancies, downsizing and restructuring with greater equanimity. In this short film (15mins), we look at the benefits that resilience can bring in both our personal and professional lives and how we can embark on our own resilience-building journey.*
- **Skills Booster – Mental Health in the Workplace: Overview** – video - *using a combination of real-life stories, expert insight and original drama, this short film (15mins) looks at the nature of stress and its impact on our health and explains what we can do to combat it and support our general mental well-being.*
- **Skills Booster – Mental Health in the Workplace: Stress Less** – video - *combining analysis from leading business psychologists with powerful personal accounts from people with experience of stress-related mental health problems, this short film (15mins) looks at the key triggers for stress and sets out practical steps that employers can take to reduce their impact and support general mental well-being at work.*
- **Skills Boosters – Mental Health in the Workplace: Doing The Right Thing** – video - *this short film (15mins) looks at common mental health problems such as stress, anxiety and depression and sets out practical ways in which employers can support people with mental health issues and create a supportive and compassionate environment that benefits everyone.*

For Managers:

- **Managing remote and virtual teams** - webinar - *This webinar not only identifies the challenges created when a team is dispersed but provides strategies to address these, such as focusing on the importance of mutual trust, communication, managing performance and maintaining team and individual wellbeing.*
- **Having Difficult Conversations** – webinar – covers:
 - Which conversations are difficult and why?
 - How we communicate and the impact of remote working on this
 - Assertive communication and emotional intelligence
 - A range of strategies for tackling difficult conversations including questioning skills, feedback, handling criticism and bearing bad news
- **Leading People Through Change** – webinar - *This webinar explores some key theories and models that relate to change and specifically to the emotions that can be experienced during change. Participants will be encouraged to reflect and increase their self-awareness and be offered tools that may support them in their role.*

- **Managing Performance remotely** – webinar - *this webinar is designed to support leaders in managing performance (with an emphasis on how to manage performance remotely) whilst covering some existing fundamental principles in relation to performance management within NYCC. The webinar also explores new concepts and strategies that will aid you in implementing and measuring performance targets and aid you in developing a motivated, engaged and productive team.*
- **Team dynamics, engagement and motivation** – webinar - *transforming a team from being a group of individuals who happen to work together into a cohesive, high performing unit is a challenge all managers face. Looking at team dynamics, motivation and engagement, this webinar considers how you can build a high performing team.*
- **Values Based Leadership** - webinar - *this webinar is designed to support visible leadership and support leaders in role modeling and embedding the values of the organisation. Values based leadership is a style of leadership that aligns the organisations values with Individual and Team values. These values drive the business and motivate employees. Values based leadership is fundamental for organisational strategy, vision and success.*
- **Coaching** – bite sized or longer term coaching, see your HR Business partner for details

Social and Support Groups

- **Yammer** – an online social work platform. You will find Yammer on your intranet front page, in the orange boxes where you also access MyView. There are various groups you can join to interact in, and some more formal support networks offering a chance for people to come together and share experiences. Some of these also include planned meetings with guest speakers. So far these are:
 - Working Parents
 - Working Carers
 - Diversity and Inclusion Employee Network
 - Menopause Support
 - Autism Support
 - Fertility Support
 - Disabled Employees Network
 - LGBT+ Network

Other Resources

General:

- **Covid Looking After You pages** – a collection of covid related wellbeing help and guidance, including mental health, working at home, bereavement, the Taking Care of You Toolkit, links to exercise, current topical areas such as

such as Winter blues/SAD, and other signposting -

<http://nyccintranet/content/looking-after-you>

- **AskSAL** – telephone service offering practical advice and signposting to help with the challenges/questions that covid may be presenting you with, many of which may not be directly linked to your work - SAL@northyorks.gov.uk or phone **01609 797973**.
- **Health Assured** – confidential, impartial counselling service and accompanying webpage of resources, webinars, and self-help programmes. You can also access the resources via the “Health E-Hub” app on your smartphone – info here: <http://nyccintranet/content/confidential-help-and-support> , telephone number: **0800 030 5182**, website: <https://healthassuredeap.co.uk/home/>
- **BOOST** – our original NYCC Health and Wellbeing portal with tips on wellbeing, eating, drinking, exercise and stopping smoking - <http://nyccintranet/content/boost-0>
- **Headfirst** - a new training hub in conjunction with Public Health, which aims to create mentally healthy communities and workplaces across the county - <http://headfirst-northyorks.org/>
- **Neyber Financial Wellbeing** – articles and tools to support on budgeting challenges from the basics to buying a home and any financial shocks. Additionally, Neyber offers the opportunity to borrow money or consolidate any existing debt you may have - www.neyber.co.uk/nycc.
- **North Yorkshire County Council Website – Mental Health** - website includes a range of information on mental health as well as the details for *North Yorkshire mental health helpline: 0800 561 0076*. <https://www.northyorks.gov.uk/mental-health>
- **The GO-TO** - the home of wellbeing and mental health for young people in North Yorkshire. We're here to help you find the right help and support for you, to help you stay well, whatever is going on in your life <https://www.thegoto.org.uk/>
- **Zoom Fatigue** – video of webinar, slides and top tips - has been shared with all HAS managers and is here: <http://nyccintranet/news/have-you-got-zoom-fatigue> - *staring at the screen all day and being in too many online meetings can make us tired and less productive. This has resulted in a new term, ‘Zoom Fatigue.’ This short webinar, originally delivered to colleagues in Health and Adult Services and Human Resources, explores some of the science behind why this happens and offers some coping techniques to help ease your fatigue. Things like occasionally minimising your screen, using a simple phone*

call and being mindful of your virtual schedule can make a real difference to how you feel after a day of online meetings.

- **ICT Help on home working** – IT help, hints and tips - <http://nyccintranet/content/it-help-home-or-remote-working>
- **Help around bereavement:**
 - Major Incident Response Team Sessions in EPHs – contact your HRBP
 - Dealing with Bereavement Panel webinar and signposting support link document. Find these here: [Health and adult services - updates | Intranet: North Yorkshire County Council](#)
- **Humber, Coast and Vale-wide Resilience Hub for Mental Health** - led by Navigo, CHCP and TEWV colleagues. The hub provides wellbeing screening and support service for staff who work in NHS frontline clinical services, care home staff, emergency services. The Hub will support people in scope adversely affected by the Covid-19 pandemic to access timely confidential, culturally-competent, trauma-informed care. The hub is a central electronic Hub with a screen/triage model and provides low level psychological interventions and then uses existing services for more extensive treatment <https://www.hcvresiliencehub.nhs.uk/>
- **Free workshops with a focus on Psychological and Emotional Trauma, trauma recovery, anxiety, resilience and improving wellbeing** - offered via our NHS partners – **Spaces are free and on a first-come-first-served basis so PLEASE REGISTER YOUR INTEREST to HULLCCG.HCVSTPPMO@NHS.NET**
- **Breathwork for Anxiety and Trauma Recovery (1.5 hours)**
Monday 19th July, 10.30 – 12.00
- **Breathwork for Low Moods and Tiredness (1 hour)**
Thursday 22nd July, 17.30 – 18.30
- **Breathwork for Stress, Anxiety and Overwhelm (1.5 hours)**
Tuesday 3rd August, 10.30 – 12.00
- **Understanding Patterns that lead to Vicarious Trauma, Burnout and Compassion Fatigue (1.5 hours)**
Monday 9th August, 10.30 – 12.00
- **Embodiment Practices for Anxiety and Trauma Recovery (1.5 hours)**
Thursday 12th August, 10.30 – 12.00
- **Breathwork and Somatic Resources for Fatigue and Depression (1 hour)**
Thursday 12th August, 17.00 – 18.00
- **Stop Reacting and Start Responding: Stress and Self-Care (1.5 hours)**
Thursday 26th August, 10.30 – 12.00

- **Dance and Movement for Wellbeing and Stress (1.5 hours)**
Monday 6th September, 10.30 – 12.00
- **Self-Care for the Wounded Healers 'Rest' workshop (1.5 hours)**
Tuesday 7th September, 10.30 – 12.00
- **Nature Connection and Eco-Therapy for Trauma and Wellbeing (1.5 hours)**
Monday 13th September, 10.30 – 12.00

For Managers:

- **Visible Leadership slides for managers** – slides on being a visible leader during covid 19 - <http://nyccintranet/content/visible-leadership>
- **Remote Induction tips for Managers** - tips to help your new employee to get the most out of a remote induction - <http://nyccintranet/content/final-arrangements-starting>