

Hello and welcome to our October Wellbeing Update, bringing you practical hints and tips for your health and wellbeing. We cover a range of subjects which we hope will be of interest to you, your family and friends.

World Mental Health Day



10 October, marked World Mental Health Day, a day to raise awareness, challenge stigma, and remind us that mental health is something we all have and need to look after.

This year's theme, "Lived Experiences Heard: Real Voices, Real Change," highlighted the power of listening to and learning from the experiences of others. When people feel heard, understood, and supported, it can help create positive change, reduce stigma, and encourage more open conversations about mental health. Although having a designated day is incredible for raising awareness, it's important that we consider our mental health every single day.

Talking about mental health can feel hard. Many of us worry about saying the wrong thing, and that can stop conversations before they even begin. A simple check-in, listening without judgement, or letting someone know you're there can make a real difference.

If you need support, remember that help is available through our Employee Assistance Programme (EAP), which provides free and confidential advice and counselling. You can also speak to one of our Mental Health First Aiders, who are trained to listen, offer initial support, and signpost to further help if needed.

Do you struggle to switch off and get a full night's sleep?



Sleep is essential in giving our brains chance to regenerate and recover and allows us to process information and memories that we are unable to while we are awake. For many the moment you lie down at night is the first opportunity you've had to stop all day, and it seems to be the time our brains become most active. Often, we can find ourselves thinking about work, everyday life struggles and worries just before bed which leads to disturbed sleep patterns.

Over time, unsettled sleep can have a negative effect on both our physical and mental wellbeing and our ability to cope with different situations. It's often linked to reduced resilience. Creating yourself a better environment and a consistent bedtime routine is the first step to support your sleep hygiene.

The Employee Assistance Programme has a self-guided space for sleep programme which is a six-week programme to work through to get a deeper sleep and with fewer interruptions. Science In Sights also shares 8 proven tips, for how to turn off your brain to sleep, take a look and try one of the tips tonight!

Money on your mind? You're not alone.



Rising household costs and energy bills can leave many of us feeling worried or overwhelmed, especially leading up to Christmas and crank up our heating to combat the colder winter months. Financial pressures can affect our stress levels, sleep, relationships and mental health, making it important to seek support and advice as early as possible.

One trusted source of free, independent money guidance is Martin Lewis' Moneysaving Expert website, which regularly shares practical tips on reducing household bills, managing debt, finding financial support and navigating changes to energy prices. The site also provides up-to-date information on energy tariffs, grants and schemes that may help households reduce costs. You can also sign up for the free MoneySavingExpert weekly email, which contains the latest updates and information straight into your inbox.

Remember, if financial worries are affecting your wellbeing, support is available through our Employee Assistance Programme, which can offer confidential advice and guidance.

Don't forget there are places you can turn to for extra support. Further details on this are available on our staff pages. If you have any winter wellbeing tips you would like to share, please send them to Organisational Development.

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