

# Thriving at Work: Mental Health & Well-Being for BME Employees

## Workshop Objectives

- ✓ Understand mental health at work
- ✓ Explore BME-specific challenges
- ✓ Learn practical coping strategies
- ✓ Know where to get support in the UK





# Talking Point



- ▶ What is the impact of stress on your workforce?
- ▶ Can you give examples where you or your workforce has experienced stress/burnout and what has been the impact?
- ▶ Why does mental health at work matter?

# Stress, Burnout & Distress

Chronic workplace stress can lead to

- ▶ Burnout
- ▶ Emotional exhaustion
- ▶ Detachment or cynicism
- ▶ Reduced effectiveness
- ▶ Burnout is a systems issue, not personal failure.



# Why Mental Health at Work Matters



- Affects performance and engagement



- Impacts retention and absenteeism



- Influences sense of belonging



- Linked to equality and inclusion

# BME Workplace Experiences



BME employees may experience:

- Racism and bias
- Microaggressions
- Cultural taxation
- Under-representation
- Stigma around mental health
- Lack of psychological safety

How would you recognise this?

# Examples

- ▶ Examples:
  - ▶ • Being interrupted or overlooked
  - ▶ • Comments about accent, hair, background
  - ▶ • Being mistaken for others
  - ▶ Impact: increased stress and emotional load.

# Cultural Barriers to Support



Common beliefs:



- Keep problems private



- Therapy is only for crisis



- Mental health = weakness



These can delay help-seeking.

# Intersectionality

Experiences differ based on gender, age, ethnicity, sexual orientation, etc

One size does not fit all.



# ▶ Talking Point

What strategies have you used to promote the well being and mental health of your workforce?

# Individual Well-Being Strategies



- SETTING BOUNDARIES



- ASSERTIVE COMMUNICATION



- GROUNDING TECHNIQUES

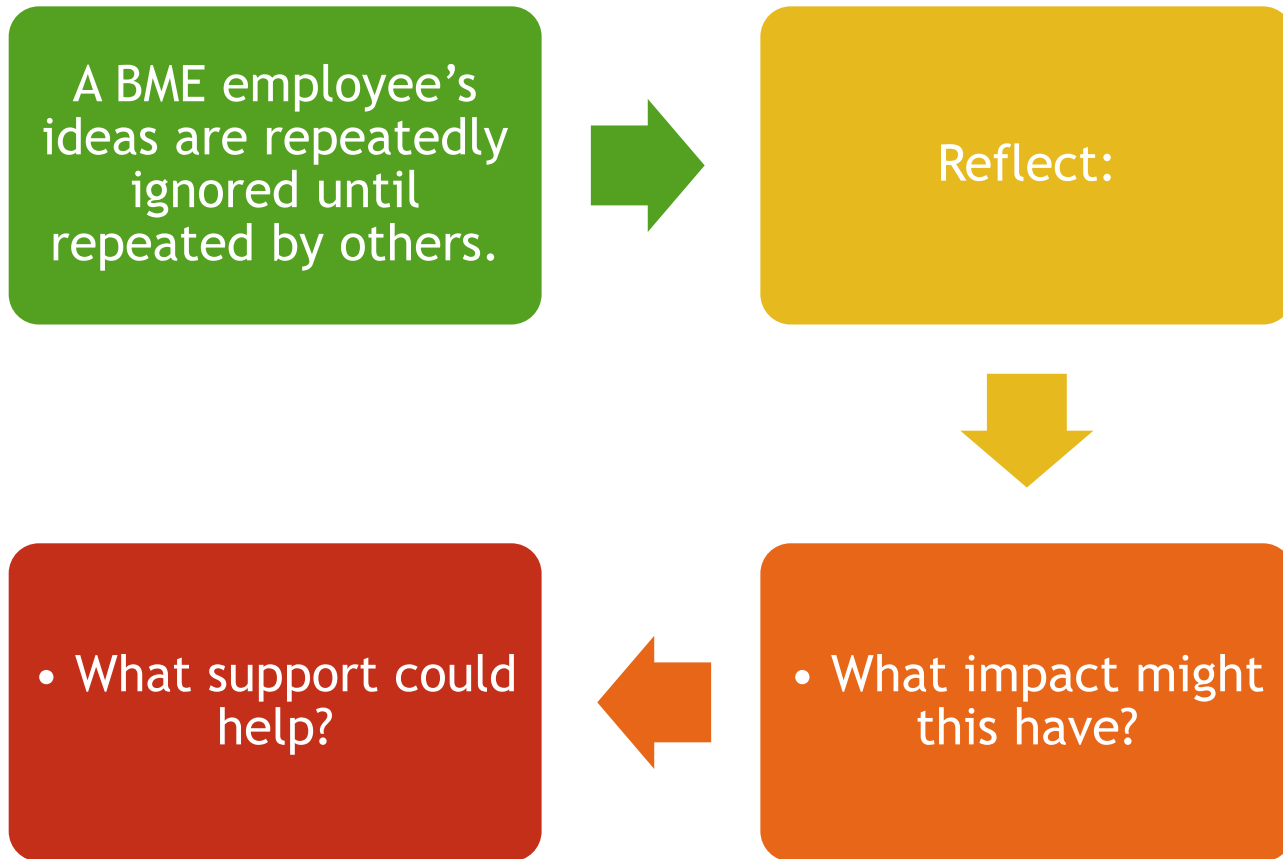


- JOURNALING AND REFLECTION



- PEER AND COMMUNITY SUPPORT

# Reflection Scenario



# Talking point



What can organisations do to support and or promote BME employees mental health at work?

## What Organisations Can Do

- Address bias and discrimination
- Ensure inclusive policies
- Provide culturally competent support
- Improve representation and safety

# Seeking Support in the UK

- Employee Assistance Programmes

- HR or manager support

- NHS Talking Therapies

- Samaritans (116 123)

- BME mental health organisations

- [www.mind.org.uk/workplace](http://www.mind.org.uk/workplace)

# ▶ Talking Point

What is your key takeaway from this workshop? Give us one action that you would be implementing .

# Key Takeaways

- Mental health matters at work

- BME experiences can add extra stress

- Support is available

- Change requires individuals and organisations

# Thank You

- ▶ Thank you for taking part.
- ▶ Please reach out for support when needed.
- ▶ Consider your local mental health policy within your LA to understand direct support
- ▶ Don't be afraid to ask for help - it shows strength not weakness!

