

Informal Discussions

The relationship between you and your manager is an important one - we want you to be yourself at work. Informal discussions between you and your manager are opportunities to get to know you and discuss what else may be going on at work or home that could affect your wellbeing and performance. It builds relationships. Talking regularly about your health and wellbeing helps us to understand how you are feeling and how we can support you. It may help us to plan for events or discuss emergency arrangements which may be needed, so that we can plan together, as far as practical to ensure work is not a complicating factor when events arise.

You should feel able to speak regularly about your workload, work-life balance or anything that may impact on your health and wellbeing. It's okay not to be okay. In order for us to support you as much as we can, we encourage you to tell us anything that may be impacting on your health and wellbeing. This will be treated in confidence.

It is important to identify if there is any additional support or reasonable adjustments you may need, either as a temporary measure or something more permanent and this will assist with that.

These discussions should happen regularly as part of 1-to-1 meetings, or when you return to work following an absence. General health, safety and wellbeing issues should also be discussed in team meetings.

There is a wide range of information available for you to access about health and wellbeing, including ill health prevention.

Through discussions with your manager, it may be agreed that support or early intervention initiatives are required. Detailed below are types of support available:

Physical Health	Mental	Lifestyle Choices and Financial Health
Winter Flu Vaccination	Occupational Health	Healthy Eating
Active Travel	Bereavement	Smoking Cessation
Men's Health	Equally Safe (Domestic Violence)	BMI Calculator
MacMillan Cancer Support	Personal Sleep Profile	Cholesterol Levels
Drug and Alcohol Support	Mental Health Awareness	Recommended Alcohol Intake
Women's Health	Mindspace	Recommended Water Intake
	Andy's Man Club	Citizens Advice – Debt
		Exercise
Physiotherapy	Carers	Trade Unions
Health Surveillance	GP	Resilience
Counselling	LGBTi+ Staff Network	Welfare Rights
Mental Wellbeing	Healthy Working Lives	Disability Staff Network
See Me at Work	National Campaigns	HR
Management/Self-Referral	Mental Health Directory of Services	Access to Work

Flexible Working		Corporate OD Team
		Health & Safety Team