Cheriton Treehouse

Team Wellbeing & Mental Health

Outlined below are 10-evidence-based ways that we advise Cheriton Treehouse employees to use so as to improve their mental health:

1. **Talk about your feelings**
- Talking about your feelings can help you maintain your mental health and deal with times when you feel troubled.
2. **Keep active**
- Regular exercise can boost your self-esteem and can help you concentrate, sleep, and look and feel better.
3. **Eat well**
- What we eat can affect how we feel both immediately and in the longer term. A diet that is good for your physical health is also good for your mental health.
4. **Drink Sensibly**
- We often drink alcohol to change our mood. Some people drink to deal with fear or loneliness, but the effect is only temporary.
5. **Keep in touch**
- Relationships are key to our mental health. Working in a supportive team is hugely important for our mental health at work.
6. **Ask for help**
- None of us are superhuman. We all sometimes get tired or overwhelmed by how we feel or when things don’t go to plan.
7. **Take a break**
- A change of scene or a change of pace is good for your mental health.
8. **Do something you are good at**
- Enjoying yourself can help beat stress and boost your self-esteem.
9. **Accept who you are**
- We’re all different. It’s much healthier to accept that you're unique than to wish you were more like someone else. Feeling good about yourself boosts your confidence to learn new skills, visit new places and make new friends. Good self-esteem helps you cope when life takes a difficult turn.

10. Care for others

- Caring for others is often an important part of keeping up relationships with people close to you.

Our checklist for creating a mentally healthy workplace

We value mental health and wellbeing as core assets of our business

- We commit to reviewing the way we do business to ensure our everyday working culture is as mentally healthy as possible. We make evidence based mental health promotion tools like mindfulness and exercise available to all staff.

We address discrimination

- We ensure that discrimination on the grounds of mental health status is seen to be as unacceptable as discrimination in relation to other protected characteristics such as race, gender or sexual orientation.
- We encourage staff to report any discrimination or harassment they face and to blow the whistle on discrimination they witness.
- We support national and local anti-stigma initiatives such as Time to Change, Time to Change Cymru, See Me and Mental Health Awareness Week.

We value the diversity and transferable skills that lived experience of mental health problems bring and support disclosure

- We include mental health in diversity and inclusion strategies, and recognise the mental health component of wider equality initiatives. We ensure our business creates opportunities to link with employability providers to enable people with mental health problems to join our workforce.

For more information visit: https://www.mind.org.uk/information-support/