

**MENTAL HEALTH  
ADVISER WORKSHOPS**



# Workshop: How to Support Men's Mental Health in the Workplace

# Who are we?

**MENTAL HEALTH  
ADVISER WORKSHOPS**

**thrive**law  
where people matter



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# Men's Mental Health: What are the Issues?

Suicide is the biggest killer for men **under 45** in the UK.

**2 in 5 men** admit to regularly feeling worried or low.

Men are almost **3 times** as likely as women to become dependent on alcohol or other substances.

Men are less likely to access psychological therapies than women: **only 36%** of referrals to NHS talking therapies are for men.

In 2019, **75%** of recorded suicides were by men.

# Why Does this Impact Work?

- Mental health problems are the **leading cause** of sickness absence in the UK.
- Mental ill health is responsible for **72 million** working days lost and costs **£34.9 billion** each year.
- Every year, it costs businesses **£1,300** per employee whose mental health needs are unsupported.

New research from Mind shows that men are twice as likely to have mental health problems due to their job, compared to problems outside of work.

- **1 in 3 men** (32%) attribute poor mental health to their job, compared to 1 in 7 men (14%) who say it's problems outside of work.
- The data also shows that **men are less prepared to seek help** and take time off than women.
- Men often try to **find ways of dealing with their problems independently**, rather than reaching out and sharing their problems. Instead of talking about their problems, men prefer to watch TV, exercise or self-medicate, such as drink alcohol.
- While **3 in 5 women** (58%) feel their manager regularly checks in on how they are feeling, only half of men (49%) feel the same.
- Only **3 in 5 male line managers** (60%) feel they have a good understanding of how to promote the mental wellbeing of staff, compared to **3 in 4 female line managers** (74%).

What do you think the issues are which are particular to male mental health?

# Suicide Risk Factors for Middle-aged Men

According to research by the charity Samaritans, in terms of age, gender and socio-economic status, the group **most at risk of suicide are middle-aged men** from disadvantaged backgrounds. Here are some of the contributing factors:

- Personality traits
- Masculinity
- Challenges of mid-life
- Relationship breakdown
- Emotional illiteracy
- Socio-economic factors





## We think the main issue is barrier to communication

- Do men talk?
- Toxic masculinity – do they feel that mental health is a sign of weakness or lack of resilience?
- How to create an open culture





# Engaging Men Earlier

- There is no 'one-size-fits-all' approach when it comes to appealing to and supporting men.
- Create the right culture that supports talking.
- Look to leaders for support.
- Use story telling where you feel comfortable.
- Make conversations relevant and genuine.
- Ensure diversity.
- Use the right tools.

# Create an Open Culture

- Make discussions and engaging in MH a part of your culture.
- This needs to be at all levels – management is key.
- Mental Health Risk Assessments.
- Mental Health Champions and First Aiders.
- This does not have to be catered to men only, can be across the organisation.
- It is worth, however, supporting and stressing the impact on men of not engaging in open communication.

# Important things to Remember

We asked the founder of Andy's Man Club what he thought was important when it comes to the conversations surrounding men's mental health. Here are his answers:

- Have the conversations as frequently as possible!
- Men are stubborn and often need more than one opportunity to speak.
- Don't be afraid to mention the word suicide either, as challenging the stigmas on the word itself is a good thing.
- The more these conversations happen, the more guys know that they are actually in a supportive place and that talking about their issues is welcomed.

# Male Initiatives

- Encourage Time to Talk?  
For example, give everyone a contribution to coffee with other employees to discuss MH.
- Can you link with exercise or other self-care?
- Usually – once you start, others open up.



# Successful Wellbeing Initiatives Should Look Like:

1. Use activities to facilitate conversation.
2. Be welcoming and accessible:
  - Have a sense of irreverence.
  - Start with low commitment and increase.
3. Communicate clearly.
4. Foster meaningful relationships over time.
5. Foster a sense of achievement.



# How to help men open up, especially in a workplace environment

- People don't always want to talk to someone at work as they, wrongly, perceive that the conversations will be reported back to management or hinder their opportunities for career development.
- Therefore, promoting services such as ANDYSMANCLUB and the places where men can go to find support is a very positive and proactive way to show men that their workplace is a supportive one.



# Support Initiatives

## ANDYSMANCLUB

ANDYSMANCLUB currently have 81 peer-to-peer support groups across the UK, opening their doors regularly to over 1700 men each week.

[www.andysmanclub.co.uk](http://www.andysmanclub.co.uk)

Instagram- @andysmanclubuk

Twitter-@andysmanclubuk

Facebook- Andys Man Club

LinkedIn- #ANDYSMANCLUB

YouTube-Andys Man Club





# Other Support Initiatives

- Men's Action Network – <https://www.man-ni.org/>
- Campaign Against Living Miserably (CALM) – <https://www.thecalmzone.net/>
- Men's Health Forum – <https://www.menshealthforum.org.uk/>
- MaleVoiced – <https://www.malevoiced.com/>

# Other Male Issues

There are other issues which may affect men in particular.

## **Body dysmorphia and exercise addiction:**

- Particularly with younger employees.
- Ensure you are encouraging a healthy approach to exercise.

# Other male issues

## **Parenting and perception of parenting – this is shifting and are men struggling to adjust?**

- Check your policies – are they presumptuous? For example, do you link childcare with women consistently?
- Do your male employees know and discuss their entitlement to paternity leave, shared parental leave, etc? Is this encouraged? Should you encourage it to “equal the playing field”?

Can you identify any issues in your male employees? Are there any particular issues there?

Any Questions?

# Want to hear more from us?

- **Mental Health Adviser service** - [www.mentalhealthadviser.co.uk](http://www.mentalhealthadviser.co.uk)
  - Online resources, access to 1-1 email support from our experts, digital monthly publication. Try for free for 30 days – email Emma for more info: [emmad@agorapublications.co.uk](mailto:emmad@agorapublications.co.uk)
- [Mental Health Adviser Workshops](#) – monthly workshops covering key mental health topics.
- [www.thrivelaw.co.uk](http://www.thrivelaw.co.uk) for all HR, Employment Law and Training support.
- Get in touch – [jodie.hill@thrivelaw.co.uk](mailto:jodie.hill@thrivelaw.co.uk)  
[emmad@agorapublications.co.uk](mailto:emmad@agorapublications.co.uk)

# **MENTAL HEALTH ADVISER WORKSHOPS**

## Next Workshop: **How to Optimise Your Use of Occupational Health**

**When:** Wednesday 30 March @ 2pm

See our full list of **2022 Workshops** here:

[www.eventbrite.com/cc/mental-health-adviser-workshops-2022-17289](https://www.eventbrite.com/cc/mental-health-adviser-workshops-2022-17289)



## Feedback:

Are there any topics you'd like us to cover? Do you have any feedback? Please send any comments to:

[emmad@agorapublications.co.uk](mailto:emmad@agorapublications.co.uk)

or leave us a review: <https://g.page/r/CdbyDpYSJwDREB0/review>