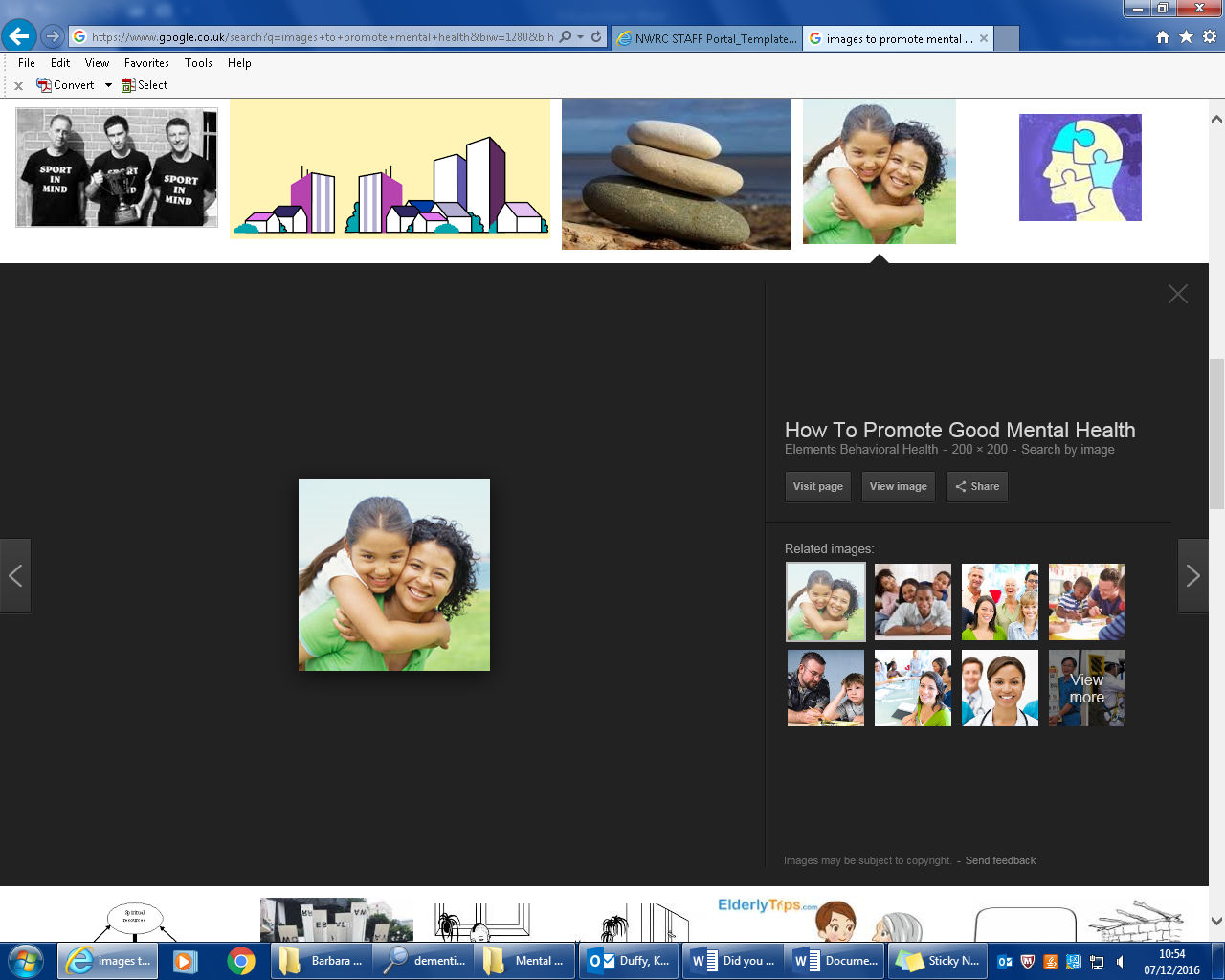
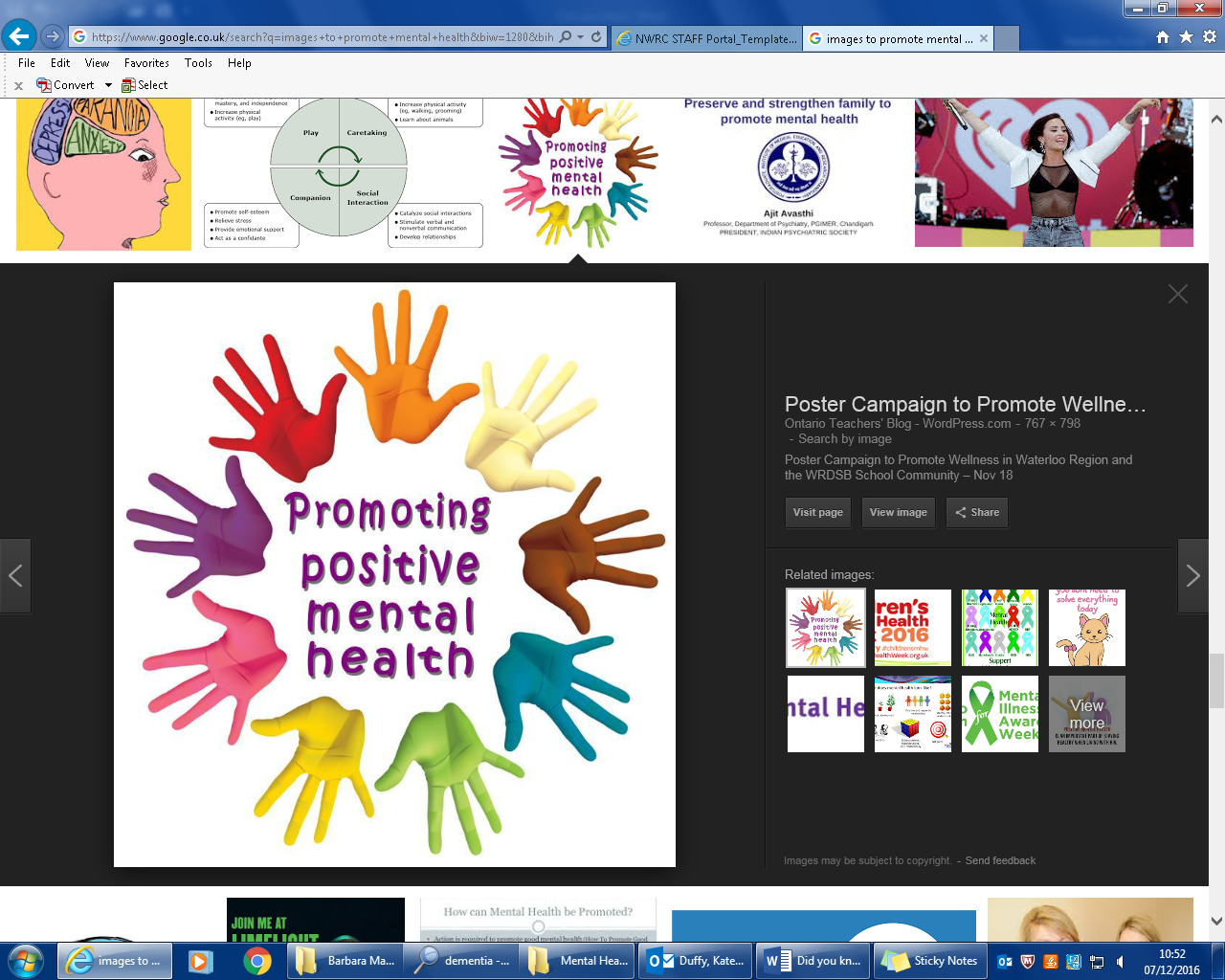
***Mental Health***

***Did you know?***

Below are some facts in relation to mental health in Northern Ireland

There are many challenges regarding the mental health and wellbeing of the local population, not least that Northern Ireland is a post conflict society.

* People here experience 20-25% higher levels of mental health illness when compared to the rest of the UK
* Around 1 in 5 adults are reported to have a diagnosable mental health condition at any given time.
* There are significantly higher levels of depression than in the rest of the UK, higher antidepressant prescription rates, and higher incidences of self-harm.
* Northern Ireland also has the highest rate of suicide in the UK. These are all indicators of poor mental health.
* The proportion of spend on mental health remains the lowest in the UK; estimated at around 8% of the total healthcare budget (NI Assembly)

**However, some simple, inexpensive measures to support staff mental health and wellbeing can:**

• increase productivity, efficiency and innovation

• increase profits and reduce business costs

• improve staff morale and performance

• reduce sickness absence, presenteeism and staff turnover

• enhance your reputation as an employer

• help to honour your duty of care as an employer. (MIND)

*Mental health is an integral part of how we feel about our jobs, how well we perform and how well we interact with colleagues and customers. It affects the productivity of every organisation. (ACAS)*

[](https://www.inspirewellbeing.org/)**North West Regional College**

As an organisation the College has a primary commitment to preserve the positive mental health of all its employees.

The College will implement policies to raise awareness of mental health matters. The College recognises that some people will develop mental illness and will promote this through raising awareness of mental health important dates, promoting the College’s Health and Wellbeing Programme and encourage participation in a number of events as part of this programme.

Mental and emotional wellbeing are part of our overall health, and indeed good physical and mental health is inextricably linked. Good mental health is necessary for everyday life and enables us to manage our lives successfully, enjoy life and survive pain, suffering and disappointment. The College’s independent counselling service, Inspire, can provide any help or support for staff who are experiencing mental health issues. They can be contacted 24 hours a day, 7 days a week on 0800 389 5362

Should staff be absent from work due to mental health issues, support may be provided through an assessment by the college’s occupational health service, OHRD, and should adjustments be made to facilitate a return to work following a period of absence, the college will make the necessary adjustments as appropriate.

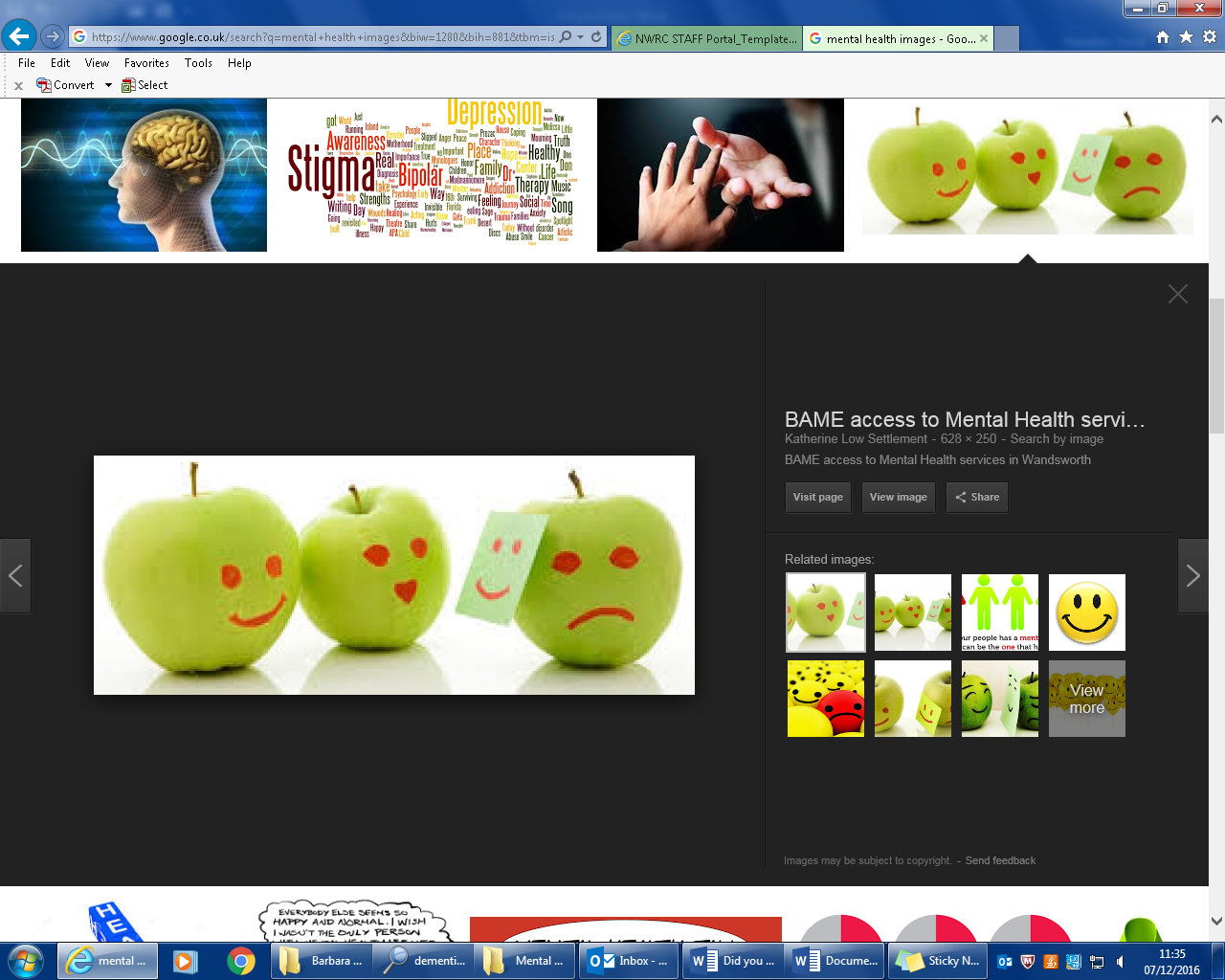
If you would like more information on mental health and how to support someone with mental health problems, please see links to various websites below

[www.publichealth.hscni.net](http://www.publichealth.hscni.net)

[www.mindingyourhead.info](http://www.mindingyourhead.info)

[www.changeyourmindni.org](http://www.changeyourmindni.org)

[www.lifelinehelpline.info](http://www.lifelinehelpline.info)

Look after your mental health