



Employee Wellbeing Bulletin

Bulletin – No. 1

April 2020

Welcome to the first edition of the Coronavirus Employee Wellbeing bulletin

We know this is a difficult, and worrying time for us all, and we are overwhelmed with information on what we should be doing to help ourselves and our families. Further to this we have created this bulletin to support our employees in keeping physically and mentally well, to convey important national and regional public health Coronavirus messages and to provide information on local support services. I hope you find it helpful, if you have any feedback, ideas to share, or information you would like to see included please contact me, stay well and stay safe.

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Keeping Our Spirits Up & Supporting Each Other

We have seen some great examples of communities pulling together and we would love to hear your stories on what is working for you and how you are supporting yourself and your family during these unprecedented times, please share by sending them to Marie Conway marie.conway@calderdale.gov.uk. Why not make a short video clip and e mail to activecalderdale@calderdale.gov.uk or WhatsApp to **07970 406977** by using our Social Media channels, here's some ideas to get you started:

Wellbeing Buddies: Buddy up with a colleague and ask your buddies about their wellbeing, life in general, health, or just simply you can speak about the weather or whatever subject you wish to discuss this time on the phone/video call. Ask if you can help with anything and try not to discuss work things

Be an Active Champion: Encourage your colleagues to get out for their once a day activity and share activities you are doing inside or outside or something you have seen. Why not post a pic on Twitter using #ActiveCdale and join the Sport England movement #StayInWorkOut. If you would like to be an Active Champion please contact me, you will even get a free Active Calderdale T-shirt for your efforts.

Share some ideas about: Must see on Netflix, Amazon or Television.

Recommend some books, articles, podcasts: Anything which helps to go through difficult and challenging times we are experiencing now.

Gardening tips! As tomatoes planting season is about to start we might support each other with advice how to become the next Monty Don. It's also great way to improve our level of Vitamin D from the sun in your garden and enjoy every moment of it.

For all parents and not only: you might share some suggestions about kids activities/games/interesting websites/books to help our loved ones keep occupied and engaged.

DIY: Some of you may be planning house renovations, wall painting and DIY. Share this with your colleagues and buddies. You might not be able to go together to visit B&Q but you can send each other some funny, inspirational pictures of your DIY work.

Cooking lovers: please do share recipes. This is the best time to start baking instead buying ready-made cakes from supermarkets.

Keeping Physically Well

It is more important than ever to keep active, to keep you physically well and improve your mental wellbeing. Visit the [Active Calderdale](#) website for advice on keeping active at home.

Sport England have a range of ideas and activities for being Active at home. [Visit](#) the website

Join the #StayInworkOut movement in Calderdale and share how you are keeping active using #ActiveCdale.

Even a few minutes of exercise will make you feel good, try the 'This Girl can' [video](#) it is not just for girls! [It's a super quick and easy way to fit movement in around the home](#)

For those that want to exercise at a leisurely pace why not take a look at the NHS One You campaign which has a range of entry-level [workout videos](#). Or try this gentle stretching [video](#)

If you want to get a Sweat On try Joe Wicks [7 days of sweat](#) or have a look into some local personal trainers on social media and YouTube videos.

Looking to get active with your children too? [Change 4 Life](#) have some ideas for you.

You could also download the [50 things app](#) - it has plenty of ideas for things that you can do in the home with your children

Take Ten Videos

I have been doing daily exercise sessions for my older neighbours and taught them the Cha Cha slide, which they do at the end of their workout. Why not give it a go? You can view the video and join in [HERE](#).

Friday Fun – Why not have a go at the Cha Cha slide, I have done a video to teach the steps to the song, it's fun and easy to learn, takes less than 10 minutes, so take a break from your work, you can do it by yourself or get your partner or family to join you. Who said work can't be fun - enjoy :-)
<https://youtu.be/OlgOmc6ttFo>

Further to this I have been asked to do some exercise sessions for staff to do at home. Finding the time to be active can be difficult, but any exercise will make you feel good, even if you only manage 10 minutes. I will be doing 10 minute sessions and you can find the first one [HERE](#). It is an easy arms and legs work out without equipment.

For people with long term conditions or disabilities

We Are Undefeatable have [a range of exercises, tools, and videos to inspire those with a long term condition to keep active](#)

[Change4Life accessible activities for children and young people with disabilities](#)

The Activity Alliance have compiled [resources for helping those with disabilities to get active at home](#)

Cerebral Palsy Sport have put together a [wellbeing guide including nutrition tips and exercise](#)

Keeping Mentally Well

Our mind will be constantly thinking through the Coronavirus outbreak, trying to adjust to a way of life and this can make us worry more often or allow unhelpful thoughts to creep in. These worries and unhelpful thoughts are unhealthy for the mind and body. It can be difficult to understand what are unhelpful thoughts and feelings especially when they are happening to us in the here and now.

Every Mind Matters has a [Coronavirus and Mental Wellbeing](#) page detailing advice on twelve areas for mental wellbeing while staying at home. The sixth area 'Stay on top of difficult thoughts and feelings' is an important focus and contains short video – Reframing unhelpful thoughts. It aims to help you understand how to reduce a cycle of negative thoughts and actions by [recognising them](#), [challenge them](#) and [replace them](#). It's about changing the negative thought with a positive one.

A further video from Dr Chris William offers simple tips on how to avoid unhelpful thinking that brings us down. Available [here](#) from NHS Mental wellbeing audio guides.

You may also find the from Every Mind Matters a video on [mindfulness breathing](#) a useful exercise to help you focus on the present moment and put time aside in the day for worries or unhelpful thoughts. You can practice further mindfulness using these [video](#) from Dr.Lorraine Bell at Solent NHS Trust.

Coming back to challenging our cycle of negative thoughts and following the pattern of recognise them, challenge them and replace them below is a useful image from Growth-Mindset. It is specific to our negative thoughts through this Coronavirus outbreak by recognising and replacing them with positive and open mind. They may be relevant to how you are feeling currently and provides an alternative way of thinking.

Mindset Shift- From Lockdown to becoming Open-minded

Mind under lockdown state	An open-minded person	
I am stuck at home	I am safe at home	I am spending more time with my family
I will run out of items. I cannot buy anything new	I have enough at home. Let me use it wisely	Let me reduce, recycle and re-use
Everything is shutting down. I'm panicking	The most important places as grocery store, medical facilities are still open	My Distance Learning is still happening. I am not missing on to my learning.
There is too much of insecurity. I feel anxious and unsafe	While I cannot control the situation, I can control my actions by keeping myself safe- by washing hands regularly, by taking all precautions and by staying at home.	I can keep myself healthy by practicing mindfulness, exercising every day, eating nutritious food and sleeping well. I will also do everything that makes me happy while I am at home.

Finally to help with our resilience talking to colleagues, friends and family members is extremely important. From a simple phone call, text or instant message helps to remain connected and share our thoughts and feelings. Why not arrange virtual coffee breaks or have a chat on the phone whilst in the garden for example. Just sometimes talking to someone else really helps and you can find a host of organisations on the [NHS-recommended helplines](#) site which have details of telephone lines, message and text service. If you feel like you are struggling make contact with a colleague, friend or family member and the helplines are there for everyone.

Useful mental wellbeing resources

[Mental Health Foundation](#) has information on looking after your mental health during coronavirus outbreak including being connected, understanding distress and talking to children.

[Mind](#) has information on coronavirus and your wellbeing including practical advice for staying in your home, taking care of your mental health and wellbeing and support for work, benefits and housing.

[Samaritans](#) provides information on mental health during the coronavirus outbreak including a video on taking care of your mental health. They offer their contact details if you need someone to talk to via email or free phone 116 123

Support for Children & Young People

You may have children, grandchildren or have young people in your life which the coronavirus outbreak may cause worries for you or the child or young person. Emotional health and wellbeing support through the coronavirus is available from [Open Minds Calderdale](#).

World Health Organisation has produced a simple [infographic](#) detailing simple steps to help children cope with stress during the coronavirus outbreak.

[Young Minds](#) provides ten tips from their parents helps line on talking to your child about coronavirus.

[Childline](#) provides information and advice to children and young people 19 and under and for support and advice, ring 0800 1111

[Kooth](#) is an online counselling and emotional health and wellbeing platform for children and young people aged 10-25 years, accessible through mobile, tablet and desktop and free at the point of use.

Keeping Safe Working from Home

It is important to take regular breaks when working from home especially as you won't have adjustable chairs and will be using laptops. Every 30 minutes get up and have a 5-10 minute break from your keyboard, make a coffee, have a walk round the house or garden, stand up and talk on the phone, do a few minutes of exercise, this will help both your physical and mental health.

See link from physiotherapists advice on staying healthy at home with [DSE Exercises](#) and [Home Working Guidance](#)

Be careful with hygiene as you would at work. Wipe down keyboard/mouse regularly with a disinfectant wipe or damp cloth with washing up liquid (not wet).

Keep Up with Hand Hygiene

One of the most effective ways we can stop the spread of COVID-19 is to keep up with proper hand hygiene.

Follow this simple [NHS guidance](#) on how to effectively wash your hands:

Maintaining Healthy Relationships

Our living circumstances all vary and can create different but very real personal challenges. During this time it is important that we protect ourselves, the general public and the NHS and the links below are designed to help those living with multiple people in a single household or if you live alone:

When people are presented with a sudden change and uncertainty it often creates more arguments where even the most stable and supportive relationships can be tested. Living in close proximity with people with different personalities and views can also exasperate a tense living environment. [This link](#) can help you understand your argument style and how to come to better conflict resolution.

Some people are in relationships which may be abusive and the current situation could be making the home living arrangement even more challenging. Here are some [practical tips and resources](#) which could help you at this time.

Eating Well

It can be tempting to eat more unhealthily food and snacks when working at home, why not try making some of these [healthy recipe's](#) with your children

You can download the [Eatwell Guide](#) to help you get a balance of healthier and more sustainable food. It shows how much of what you eat overall should come from each food group.

The Eatwell Guide recommended that we drink 6-8 glasses of fluid a day, this includes water, lower fat milk, sugar free drinks, tea and coffee. Here are some [tips on drinking well.](#)

Alcohol consumption during COVID-19

The measures taken to stop the spread of COVID-19 have led to big changes for many of our lives, both in and out of work. These changes, as well as feelings of anxiety or worry, might make us more likely to drink alcohol.

Some people use alcohol as a coping mechanism but drinking may only provide temporary relief. It can also have negative effects:

- In the longer term alcohol can make anxiety and depression worse.
- It can make our sleep worse, which can affect our energy levels and emotional wellbeing.

- It has effects on our general health which might put us at increased risk from illnesses such as COVID-19.

Alcohol can affect people of all ages:

- Children learn from their parents behaviours in the home. Exposing them to alcohol use at a young age may mean children learn our habits and might be more likely to drink in the future.
- Older children might be frustrated by current social distancing rules. Drinking alcohol might make them more likely to break these rules, putting them and others at risk from spreading COVID-19.

Things to try instead of drinking

The current situation is a great opportunity to do activities which don't involve alcohol. You could replace drinking with:

- Exercise outdoors: guidelines allow everyone to leave the house for exercise once a day. Use this opportunity to walk, run or cycle, or get into the garden if you can.
- Exercise Indoors: see the [Active Calderdale website](#) for physical activity ideas that you can do at home
- Keeping in touch with others: It's important to keep in touch with family and friends as much as you can, via video chat or over the phone.

Are you worried about someone's drinking?

If you're worried about someone's drinking there are a number of ways you can seek advice. Adfam has a range of resources available for families: <https://adfam.org.uk/help-for-families>. Alcohol services in Calderdale are still active and be accessed online or by calling

Calderdale Recovery Steps on 01422 415550 or The Basement Project on 01422 383063

Coronavirus

For up to date [information and advice](#) on Coronavirus in Calderdale.

For the latest [government advice](#) use this link:

For guidance on [shielding](#) and protecting extremely vulnerable persons

For guidance on [social distancing](#)

For up-to-date [health advice](#)

Debt Support

Calderdale Credit Union is a savings and loans co-operative owned and managed by its members all of whom live or work in Calderdale or Kirklees. You can find out more and join online at [Calderdale Credit Union](#)

If you are worried about your finances or your existing debt solution you can get support from [StepChange Debt Charity](#).

[Citizens advice Calderdale](#) also offer support.

Support for Self-Employed

Government support is available for self-employed, find out more using the links below

[Job Retention Scheme](#)

[Self-Employment Income Support Scheme](#)