

HEALTH AND WELL-BEING EVENTS PROGRAMME

Online on

12 October 2020

Gendered Wellbeing: Managing Menopause at Work

17th November 2020

Overcoming the challenges of managing mental health and well-being remotely

3 February 2021

Well-being: Managing Age in the Workforce

Aimed at all HR staff and managers in Education.

Our Health and Well-being workshops seek to support HR in effectively managing the workplace well-being of their organisation's staff, covering topics such as age, menopause, and mental health.

These workshops are coordinated and facilitated by ECC and delivered by ECC partners/speakers from Age Scotland, Leeds MIND and the Employers' Network for Equality and Inclusion.

Gendered Wellbeing: Managing Menopause at Work – indicative programme

12th October 2020 - 10.00 am – 11.30am

Learning outcomes

- Understanding of the Menopause Transition, its different stages and symptoms
- Insights into related law, data and research and 'menopause discrimination'

- Exploration of gendered health issues, their impact and coping strategies: personal and professional
- Awareness of issues for HR / Line Managers / employers
- Knowledge of sources of information and support

10:00 Welcome and Introductions

Overview of Menopause Transition and Symptoms

10:15 Discussion: Awareness of Symptoms and what about men?

10:30 Data and research and the legal context

10:45 Discussion: Impact of Menopause on life

11:00 Issues for HR/Line Managers and employers

11:25 **ECC Update**

An update on other complimentary ECC activities and close.

Sigrid Fischer is a professional consultant in Equality, Diversity and Inclusion. Previously Head of E&D at Cambridge University and EDI Lead at LSE, Sigrid now combines freelance work with acting as Relationship Manager for the Education/University sector at enei, the Employers' Network for Equality and Inclusion.



Supporting managers to manage mental health and well-being remotely – indicative programme

17th November 2020 - 10.00 am– 12.00

Learning outcomes

- understand challenges that managers may face in terms of the Mental health and well-being of staff
- explore the positives/good practice that has emerged in managing mental health and well-being of staff
- learn about essential skills that managers need for managing staff with mental health challenges
- know essential things an employer needs to provide to managers, to enable them to better support staff well-being

11.55 – 12.00 **ECC Update**

An update on other complimentary ECC activities and close.

Jay Gadhia (Leeds Mind Trainer) along with Guest Speaker - Laura McCullagh (Mindful Employer Coordinator)

Jay Gadhia is a Learning & Development professional working for Leeds Mind specialising in workplace Mental Health Training and Mental Health First Aid. Previously a High School Teacher in Northern Japan teaching English and Art. He is also a creative wellbeing workshop facilitator as well as being a painter / installation artist focussing on the narrative of masculine vulnerability and has exhibited nationwide.

Laura McCullagh brings almost 15 years' experience managing and delivering voluntary sector services, with proficiency as a facilitator, trainer, mediator and researcher. Her approach is informed by knowledge of social and cultural psychology. She is dedicated to helping create the positive cultures, progressive policies and sustainable practices needed to create genuinely healthy workplaces and has particular interests in diversity and inclusion, gender equality, flexible working and stigma and discrimination. Laura believes in collaboration as a default.



Wellbeing: Managing Age in the Workforce – indicative programme

3rd February 2021 - 9.30 am – 12.30 pm

Learning outcomes

- how to get the best out using video conferencing when supporting someone with dementia
- Dementia: what it is, and why it's relevant to the workplace
- Employers' legal obligations when someone has dementia, or is a carer for someone who is living with dementia
- Ways in which someone with dementia, or who is a dementia carer, may be supported to continue in employment

09.25 Welcome and assistance logging on

10.05 Introduction – Interactive presentation from Age Scotland

11:05 Discussion in breakout rooms

12:25 **ECC Update and Close**
An update on other complimentary ECC activities

Julie's career over the past 20 years' has been in the public and charitable sector with a focus on learning and training.

She has worked in the charitable sector for the past eleven years, working for Poppyscotland in the Welfare Services team, as the Service Co-ordinator for the Dumfries and Galloway Hard of Hearing Group where she developed and designed Deaf Awareness training and for a befriending project. Julie was also a secondary school teacher for several years.

Training and education have always been an integral part of her work. Julie is passionate about raising awareness about dementia and what we all can do to support people to live well with dementia.

Developing people, delivering results

