



MENTAL HEALTH AT WORK

A virtual conference on practical strategies for workplace wellbeing

Creating a culture of positive mental health and wellbeing demands a focused and structured approach in which everyone can play their part.

The rewards are huge: an engaged workforce, better staff retention and higher productivity, to name just a few.

JOIN US ON...

TUESDAY 14 SEPTEMBER 2021
09:00 – 15:30

Broadcast live from
Offley Works Studio, London



Broadcast live



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MENTAL HEALTH AT WORK



All our speaker sessions include times for Q&A and an opportunity to participate in our Slido polls

09:00 – 09:15

Log on and showreel:
What makes a good or bad day at work?

09:15 – 09:20

Welcome

Abigail Hirshman

Director of Workplace Mental Health and Wellbeing Programmes, Charlie Waller Trust

09:20 – 09:30

Introduction and opening remarks

Rick Waller QC

Chair of Board of Trustees, Charlie Waller Trust

09:30 – 10:00

Covid-19: how has it highlighted the need to focus on mental health in the workplace?

Dr Monika Misra

Occupational health physician and expert in wellbeing at work

Mental ill health increased significantly during the pandemic amongst people of working age. What was its impact on those with pre-existing mental health issues and those experiencing them for the first time? What has it taught us about how to better support our employees, their sense of purpose and meaningful connections?

10:00 – 10:45

New ways of working: what does this mean for wellbeing?

Peter Cheese

Chief Executive, Chartered Institute of Personnel Development (CIPD)

The past 18 months have accelerated our understanding of how work contributes to our wellbeing. Business leaders play a key role in establishing communities that help people thrive at work. What is the connection between wellbeing and productivity? How can we address work-life balance, skills development and excessive workloads and create workplaces fit for the future?

10:45 – 11:00

Break and showreel

11:00 – 11:45

Panel Discussion

Managing wellbeing during the pandemic: business insights

Julie Wheals

HR Director and Consultant

Craig Pattison

Chief People and Technology Officer, Air Partner Group

Karen Powell

Managing Director, CXCS Ltd

Business leaders from three different industries – logistics, agriculture and technology – share their approaches to managing wellbeing during the pandemic. How did they adapt to support staff working from home? How did they respond to staff anxieties? What's next?

11:45 – 12:30

The legal landscape

Ed Bowyer

Employment Lawyer, Partner Hogan Lovells

There has been a marked increase in the number of people with self-reported long Covid, which can affect physical and mental health. This session will look at effective responses to long-term sickness absence, making reasonable adjustments, the Equality Act 2010, and maintaining Covid-safe workplaces.

12:30 – 13:00

Break and showreel

13:00 – 13:45

Learning what works from the lived experience perspective

Alice Palmer

Mental Health Speaker

The past decade has seen an immense change in people's interest and understanding of mental health but we still have a long way to go to make it part of an open conversation in the workplace. This session will give the perspective of a young person in the workplace: what works, and what doesn't? How do we spot signs in colleagues and ourselves? Where do we go for help?

13:45 – 14:15

Putting science to work: what works for supporting workplace mental health?

Rhea Newman

Policy and Advocacy Adviser, Wellcome Trust

In recent years, businesses have introduced eye-catching mental health initiatives, from mindfulness apps to puppies in the office. However, we still have a lot to learn about which interventions are most effective or best value for money. We look at key findings from the Wellcome Trust 2020 Mental Health report on flexible working, job autonomy, mindfulness – and breaking up excessive sitting.

14:15 – 14:30

Break and showreel

14:30 – 15:15

Panel Discussion

The workforce of the future: what we can do to help them to thrive?

Alveena Malik

CEO and Founder, One Million Mentors

James Murray

Tech Entrepreneur

Gabriella Stannah

Early Careers Manager, Centrica

Young people have been disproportionately affected by the pandemic, economically and as a result of the impact of homeworking on learning and social interaction in the workplace. This session brings together three unique perspectives from people with expertise in establishing environments that help young people succeed in work.

15:15 – 15:30

Current challenges and future trends

Clare Stafford

Chief Executive, Charlie Waller Trust; Vice-Chair, Children & Young People's Mental Health Coalition

In this final session we will consolidate the key takeaways for you from our expert speakers, and share with you the findings from our research into what makes a good day at work and what helps a bad day.

OUR SPEAKERS AND PANELISTS

MENTAL HEALTH AT WORK



Abigail Hirshman

Director of Workplace Mental Health and Wellbeing Programmes, Charlie Waller Trust

Formerly Head of Mental Health and Wellbeing for Acas, Abigail has over 25 years' experience in mental health and wellbeing at work from a clinical, academic and delivery perspective. She has sat as the topic expert for the NICE guidelines on mental wellbeing at work and is regularly invited to speak at national conferences and has become an expert commentator on mental health at work. Abigail has provided consultancy for global brands and holds Masters degrees in both psychotherapy and psychology; she has extensive research experience in occupational psychology.



Julie Wheals

HR Director and Consultant

Julie has been an HR professional for over 20 years, working as an HR Director and consultant. She's worked in a range of industries but mainly marketing and technology. Julie has managed large teams and supported businesses from blue chips to SMEs including Ford, Kantar and Mediatel Limited. Mental health has always been central to the role of HR but never more so than over the past year. Julie has been instrumental in introducing a wide range of measures that have made a significant impact on all levels of staff in the business.



Rick Waller QC

Chair of Board of Trustees, Charlie Waller Trust

Richard, whose brother was Charlie Waller, was appointed Chairman of the Charlie Waller Trust in February 2020 when Sir Mark Waller stepped down from the role. He joined 7KBW Barristers in 1994, following the completion of his pupillage, and has been practising as a commercial barrister since then. He specialises in commercial litigation and arbitration, acting both as an advocate and in an advisory capacity. His practice covers all areas of commercial law, with an emphasis on insurance, reinsurance, shipping, civil fraud, banking and finance, energy, professional negligence and general commercial disputes.



Craig Pattison

Chief People and Technology Officer, Air Partner Group

Craig spent 10 years of his career in general management and customer service with Tesco before deciding to concentrate the next stage of his career in human resources, both within Tesco the retailer and later in senior positions with BP, and Lloyd's of London; most recently he was Global Executive Vice President HR for Wood Mackenzie. In July 2018, Craig joined the Air Partner Group as Interim Group HR Director before being appointed permanently to the role in November 2018. Craig became Air Partner's Chief People and Technology Officer in 2020 and is a Fellow of the Chartered Institute of Personnel and Development.



Dr Monika Misra

Occupational health physician and expert in wellbeing at work

Monika started her career as a GP and is a specialist in occupational medicine which she has practised both in the NHS and in the corporate sector. She has experience in setting workplace wellbeing strategies and leading teams to make these operational. She has created global workplace mental health strategies and has experience in delivering resilience programs at a team and individual level. More recently she has been involved in creating the global manager mental health training programme. In addition, she is an internal coach.



Karen Powell

Managing Director, CXCS Ltd

Karen is Managing Director of CXCS Ltd, a company in rural Herefordshire which specialises in agricultural compliance. Karen fully recognises the importance and value of mental health provision within her organization, which has a dedicated Wellbeing Officer who is always available in a confidential capacity. Karen believes in developing individual staff members by building their self-confidence and encouraging an 'I can do this' attitude. She feels this makes for outstanding employees who feel valued and supported, and who are ultimately prepared to go the extra mile.



Peter Cheese

Chief Executive, Chartered Institute of Personnel Development (CIPD)

Peter is the CEO of CIPD and co-chair of The Flexible Working Task Force. He is also Chair of Engage for Success and the What Works Centre for Wellbeing. Peter writes and speaks widely on HR development and the future of work. His book 'The New World of Work' was published this year. Peter was formerly Chair of the Institute of Leadership and Management, an Executive Fellow at London Business School, and held several board level roles. He had a long career at Accenture and in his last seven years there was Global Managing Director for the firm's human capital and organisation consulting practice.

OUR SPEAKERS AND PANELISTS

MENTAL HEALTH AT WORK



Ed Bowyer
Employment Lawyer,
Partner Hogan Lovells

Ed advises multinational corporations on issues arising from all aspects of the employment relationship. He has over 20 years' experience in high value employment tribunal and High Court litigation and regularly handles complex claims. Ed has extensive experience in collective consultation issues and manages the employment aspects of complex international transactions, including large scale outsourcing agreements, mergers and acquisitions, and joint venture arrangements. Recently he has authored several pieces based on his experience advising clients on pandemic related issues, such as vaccination policy, approaches to testing and monitoring, and business restructuring.



James Murray
Tech Entrepreneur

A leading UK IT entrepreneur, James founded Alternative Networks in 1994 with £4,500. It became one of the principal independent communications and technology service providers in the B2B sector, listing on AIM in 2005, acquiring several businesses, employing over 600 people, and finally being acquired by the Daisy Group in 2016 for £185 million. As a dyslexic, James left school with few qualifications, working for several small businesses before establishing Alternative Networks. A former winner of the prestigious Ernst & Young 'Young Entrepreneur of the Year Award', James remains a keen advocate of entrepreneurship and the development of business start-ups.



Alice Palmer
Mental Health Speaker

Alice is a 26-year-old public speaker for Charlie Waller. With her own lived experience, Alice is able to speak to people who may be struggling with their mental health – and those supporting them – from a place of perception and integrity. Alice is also a workshop facilitator for Making Generation Resilience, a campaign to inspire resilience amongst young people and first responders and the Project Coordinator of Bravo 22 Company, a recovery through the arts programme for ex-military personnel. She is ASIST trained (Papyrus UK- Suicide intervention Skills Training) and qualified in Mental Health First Aid.



Gabriella Stannah
Early Careers Manager, Centrica

Centrica recruits over 120 graduates, interns and summer placements each year across HR, Marketing, Commercial Analysts, Engineering and Finance. Having worked for a professional finance body and in recruitment, Gabriella joined Centrica in 2011 with the ambition of formalising and enhancing the graduate experience. Since then, Centrica has won awards for Best Induction and Best Internship programmes, reflecting the focus the company places on creating a supportive, yet agile environment, encouraging graduates to build the skills of the future.



Rhea Newman
Policy and Advocacy Adviser,
Wellcome Trust

Rhea joined Wellcome in October 2020 as a Policy and Advocacy Adviser for the Mental Health Priority Area. She has primarily focussed on supporting Wellcome's work to understand the evidence behind interventions for supporting mental health in the workplace. She also supports wider policy and influencing work aimed at raising the profile of mental health science and leveraging additional funding for mental health research. Prior to joining Wellcome, Rhea worked in policy and campaigning roles on issues related to mental health, housing, welfare and local government.



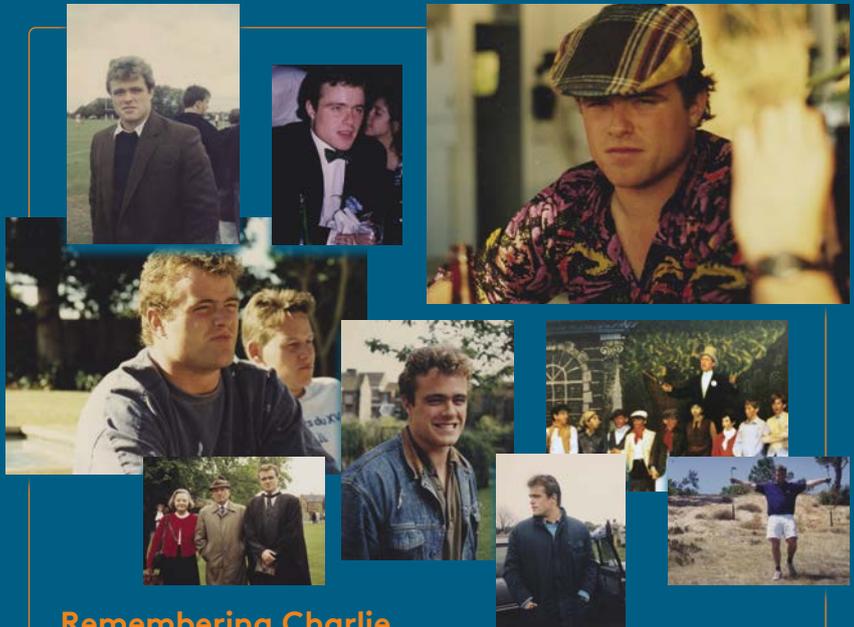
Clare Stafford
Chief Executive, Charlie Waller Trust;
Vice-Chair, Children & Young People's
Mental Health Coalition

Clare has worked in the mental health field for 25 years. She has extensive experience as a senior manager, commissioning and providing mental health services in the voluntary sector and NHS, including two years as a Senior Policy Advisor for the Department of Health. Prior to her role at Charlie Waller, Clare worked for Oxford Health NHS Foundation Trust, developing services for people with long term conditions as well as depression, anxiety and related mental health problems. Since joining the Trust in 2014 she has overseen a major expansion of its work.



Alveena Malik
CEO and Founder, One Million Mentors

Alveena has over 20 years' experience working on equalities and cohesion, and delivering social innovation projects. She began her career at the Commission for Racial Equality (CRE) where she became Head of Communities and Integration Policy. Alveena is Chief Executive and Co-Founder of One Million Mentors, a unique, community-based programme which aims to transform young lives by connecting one million young people with one million mentors. Alveena was selected onto the Northern Women's Powerlist 2020. She was appointed Special Advisor to the CLG Committee Inquiry into Migration and PREVENT and was advisor to the Law Society's Equality and Diversity Committee.



Who we are

We are a national mental health charity providing consultancy, training and resources to increase understanding of mental health.

Set up in 1997 in memory of Charlie, a young man who took his own life whilst suffering from depression, we are one of the most respected mental health charities in the UK.

We work with leaders, managers and staff, to create a culture of positive mental health and wellbeing throughout their organisation.

We also partner with schools, colleges and universities, and work with families, to educate young people and those with responsibility for them about their mental health and wellbeing.

Remembering Charlie

Charlie Waller was a strong, funny, popular, good-looking and kind young man, with a close and loving family. To the outside world, he had everything to live for. Yet in 1997, at the age of 28, Charlie took his own life. He was suffering from depression.

In response to this tragedy, his family founded The Charlie Waller Trust, to open up the conversation around depression, and to ensure that people, and young people in particular, are able to understand and look after their mental health and to spot the signs in others.

Charlie sits at the heart of our story, our vision and our purpose.

Workplace mental health support for your business

Our years of mental health experience show us that employers want to do the right thing but are often not sure where to start.

We're talking mental health each and every day at Charlie Waller. Open and honest conversations are the only way to reduce and eliminate the stigma that can still surround mental health.

Charlie Waller workplace partnership

Our expert team will work closely with your business, using our specialist knowledge, to help shape a programme based on where you are today, the nature of your organisation, its specific mental health and wellbeing needs – and the outcomes you want to achieve both now and in the future.

What we offer

We always take a flexible approach, focused on your needs, to deliver:

- Consultancy meetings with our experts to shape your mental wellbeing strategy
- Practical guidance on turning that strategy into action and measuring its impact
- Training courses tailored for different levels within your organisation
- Advice on mental health policy and process
- Insight on latest mental health and wellbeing best practice in the workplace
- Ongoing support for strategic, routine and unexpected wellbeing issues

If your organisation is looking to address a specific internal need, or requires a highly tailored approach to mental health training, we can help you to prioritise the mental wellbeing of your team.

FIND OUT MORE

charliewaller.org/what-we-do/for-employers

SUPPORTING US

Please do consider donating to help us continue our work

- Text**
To donate £10 Text 'CWT' to 70085
This costs £10 plus the cost of a standard rate message
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