

Welcome to our February Newsletter!

2022 is in full swing and the first month of virtual training sessions is behind us. We were pleased to see so many of you and we will continue to develop and deliver a range of different training sessions. For all the dates and how to book please check the pages below.

The months are still dark and wet and sometimes we need a bit of extra support to get through this time of year. **COPE Scotland** has created a booklet which can be used as a self-management tool. It takes a holistic approach to wellbeing and to '**get your oomph back**'.

The workbook itself offers some ideas and tips to consider, some space to reflect and invitations for you to decide what action you plan to take and when.

For more resources check the rest of the newsletter!

The Employment and Health Team

New Learning Hub

Public Health Scotland (PHS) has a lot of courses and resources to access for free which might be useful for staff development in the workplace. Take a look on the **Public Health Scotland's Virtual Learning Environment**.

PHS has also launched a new online public health learning hub to support those working in public services.

The hub will allow those working in local government, NHS, third sector and community-based organisations to learn more about factors that influence health.

There are 6 sections and each section of the hub can be accessed separately. You have the freedom to choose where you start your learning.

To visit this new Learning Hub **click here**.



National Campaigns

February 2022

Heart Month	1st-31st
Time to Talk Day	3rd
World Cancer Day	4th

QUIT YOUR WAY
with our support

March 2022

Ovarian Cancer Awareness Month	1st - 31st
Eating Disorders Awareness Week	1st
International Women's Day	8th
No Smoking Day	10th
World Kidney Day	10th
World Sleep Day	18th
World Oral Health Day	20th

Virtual Training Dates

Staff Financial Wellbeing What you can do to help

COVID 19 has brought unprecedented changes to people's lives, and many will be worried about the financial impact of these changes. This free, online session looks at practical measures to reduce the negative impact of money worries, on both employees and organisations. The session is suitable for managers, HR, staff side representatives and occupational health staff.

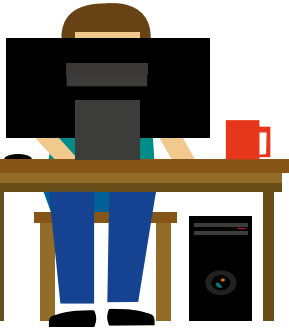
March 10th (AM) - [Click here to register](#)



Returning to the Workplace – Supporting Staff Mental Health and Wellbeing

This interactive 2 hour session is suitable for both managers and employees. We will discuss how to look after our mental health and wellbeing at work in a constantly changing world. We will raise awareness of COVID-related anxiety and stress when returning to the office and/or hybrid working and share practical tips and ideas re how to create healthy and sustainable working conditions as well as looking after yourself.

March 17th (AM) - [Click here to register](#)



Keeping People Safe at Work - Undertaking Effective Risk Assessments in a Changing World

In this ever-changing world, where new risks can emerge unexpectedly, employers need to continue to keep people safe in the workplace by undertaking effective risk assessments. This session aims to:

- outline the key requirements and terms involved in completing risk assessments
- describe the five steps to risk assessments
- explain how to identify hazards and evaluate risks, including COVID-19
- signpost to sources of further advice, guidance and support

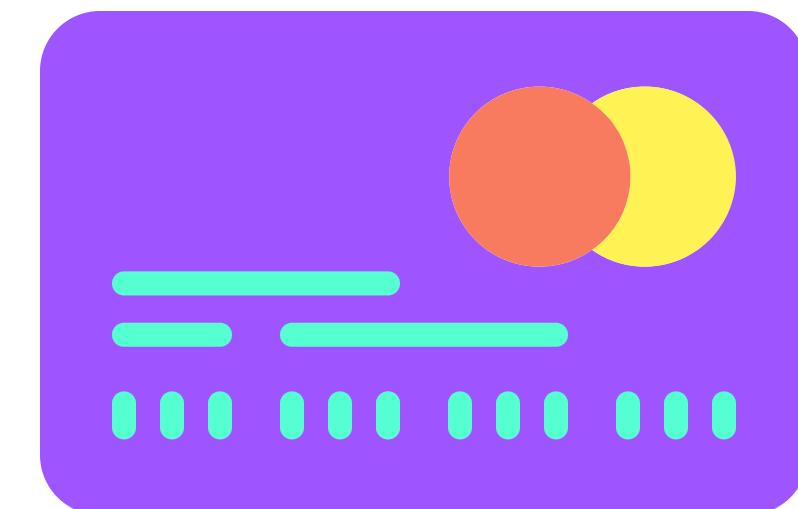
March 8th (AM) - [Click here to register](#)



Glasgow Credit Union - Good Money Management

This interactive workshop outlines the importance of budgeting and includes some budgeting tips, how the credit scoring system works, the pitfalls of debt and explains some financial terminology. This session is aimed at anyone with an interest, and helps build confidence and enhance attendees' abilities to take control of their finances.

February 24th (AM), March 24th (AM) - [Click here to register](#)



Cancer Research UK Workplace Webinar/Q&A



In this hour long session, Cancer Research UK will encourage people to make choices that could reduce their risk of cancer and increase their chances of detecting it early. It will also cover which cancer screening programmes are available.

At the end there will be time for questions and answers.

February 21st (PM) and March 22nd (PM) - [Click here to register](#)

How to Boost Resilience at Work

This 2 hour online workshop helps you to:

- Understand the links between pressure, stress, performance and health
- Measure personal resilience (using a questionnaire providing scores on 8 dimensions of resilience)
- Identify actions you, as an employer, can take to build employee resilience
- Identify how you can help your employees to build their personal resilience

February 2nd (AM) - [Click here to register](#)



Virtual Training Dates

Towards a Healthier Workplace Reducing Gambling Harm

This session aims to raise awareness of the impact of gambling harm in the workplace and will improve the knowledge and understanding of best practice in supporting employees and reducing gambling harm in the workplace. The session is suitable for managers and HR.

March 29th (AM) - [Click here to register](#)



Good Sleep Supports Good Health

Sleep is essential for our physical health and immune system, as well as for our emotional and mental wellbeing. Working from home, social distancing, money worries and health concerns have all added to make this an unsettling and stressful time for many. This session will focus on the challenges of sleeping well and the importance of, and guidance towards, good sleep during the pandemic.

March 2nd (AM) - [Click here to register](#)



Keep Active At Work - Combating Sedentary Behaviour

This session aims to look at how our work environments and settings contribute to sedentary behaviour and will discuss some easy to implement solutions for being more active during our work days.

February 17th (AM) - [Click here to register](#)



Supporting and Managing Staff with Long COVID

This session aims to raise awareness of the impact of long COVID in the workplace and to improve knowledge and understanding of best practice in managing employees with long COVID.

February 8th (AM) - [Click here to register](#)

Line Managers - Managing Alcohol & Drugs in the Workplace Training

The Glasgow Healthy Working Lives Team is pleased to be able to offer this free online training course from **Alcohol Focus Scotland**. The course has a maximum of 12 places available, offered on a first-come, first served basis. In order to gain maximum benefit, you should book only if you have line management responsibility.

The training is aimed at providing participants with an introduction to the impact alcohol and drugs have on Scottish society and specific guidance on how to address alcohol and drug related issues in the workplace.

February 3rd and March 9th from 9.30-12.00

To register please email your name, job title, organisation and a note of how many people you line manage to Training@alcohol-focus-scotland.org.uk.



SAMH & NHS GGC Training

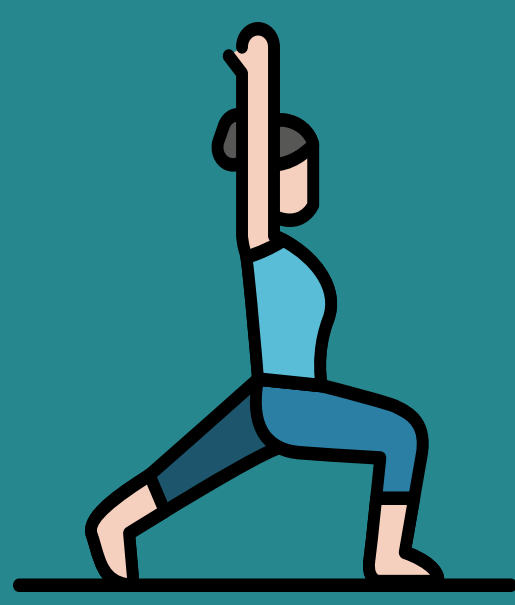
Since January 2019, NHS GGC has been working in partnership with SAMH to deliver a program of learning opportunities to support increased knowledge and understanding about mental health.

The Mental Health in the Workplace: A Guide for Managers webinar is designed to help managers to support and maintain good mental health and wellbeing for staff, particularly in relation to COVID-19 experiences. February 2nd (AM) - [Click here for more information and to book your place](#)

From January to March 2022 other online learning sessions will be on offer too. For more information and to check out the programme click [here](#).



Flexible Working



Looking After Your Money

The 2022 Working Families Best Practice Awards are now open for entries. Working Families' annual Best Practice Awards recognise UK employers whose stand-out cultures and practices demonstrate that they understand that all employees perform better when they have some degree of flexibility over when, where and how they work - and that staff will be more productive if the organisation supports their work-life balance.

The 2022 Award Categories are:

- Best for Mothers
- Best for Fathers
- Best for Carers and Eldercare
- Best for Family Network
- Best for Mental Health and Wellbeing
- Best for Flexible Recruitment
- Best for Flexible Working
- Best Small Employer
- Best for All Families
- Guest Award: Best for Supporting Fertility and Pathways to Parenthood

Click [HERE](#) for more information and to register.

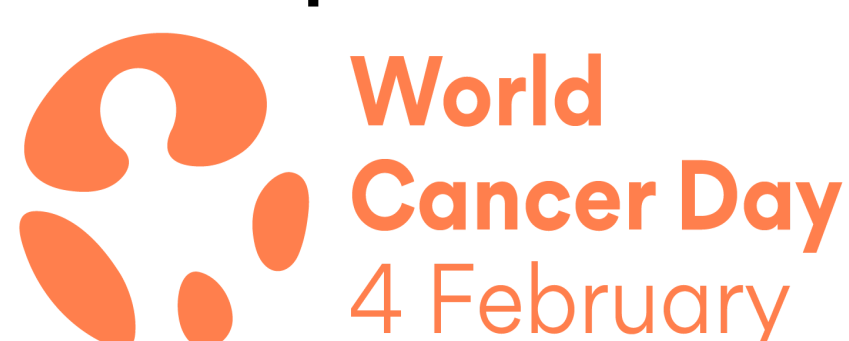


World Cancer Day

On the 4th of February 2022 it will be World Cancer Day. The aim of this day is to raise awareness, improve education and to generate personal, collective and government action. The organisers imagine a world where - regardless of where you live - people have access to life-saving cancer treatment and care.

On the World Cancer Day website there are many resources that organisations can use to raise awareness at work.

To visit their website please [click here](#).



Money Helper (previously the Money Advice Service) provides free and impartial advice and is set up by the government.

Money Helper can support you with budgeting and making your money go further. There are various tools and articles on their website that can guide you in the right direction. For more information [click here](#).

Furthermore, in February and March, the Glasgow Credit Union will be hosting two workshops that outline the importance of budgeting. This session will help increase staff's ability to take control of their finances. Click [here](#) to book your place.

And lastly, the Employment and Health Team is holding a Staff Financial Wellbeing session on the 10th of March. Book your spot [here](#).



Let's talk!

Time to Talk Day is the UK's biggest mental health conversation. Taking place on Thursday 3 February 2022, it's the day that friends, families, communities, and workplaces come together to talk, listen and change lives.

Join and take part in the day by ordering a free conversation starter pack to help you talk about mental health in the workplace.

Their website also offers a lot of ideas about how you can get involved, from organising an event or hosting a work lunch and sharing information on social media or texting a colleague.

Encourage each other to have a conversation about mental health on Time to Talk Day.

For more information and resources [click here](#).

