

QinetiQ: Mental Health Breakfast Sessions

The Worcestershire Works Well (WWW) champions organised their first wellbeing event as a free healthy breakfast which was held in the staff canteen at their Malvern site. With the support from QinetiQ's local Employee Engagement Group, Senior Leaders and their local Managing Director, the event took place during Mental Health Awareness Week in May 2018.

Due to the increase in work-related stress and mental health issues across the site, the wellbeing breakfast topic focussed on mental health. QinetiQ invited local organisations (Mind, Jigsaw and Positive Thoughts) to enable a dialogue to take place with employees in a group setting and in a familiar more comfortable environment. This subtle approach enabled their targeted workforce (males) to feel more at ease and offered the opportunity to listen to group talks and pick up the leaflets on display. Having senior leaders support and attend this event helped to attract more employees and reinforced the message that talking was important and employees could take the time out of their working day to attend.

120 employees attended (17% of the Malvern Workforce) the first breakfast and figures have increased at subsequent events.



Due to positive feedback received, this idea was picked up by the central Wellbeing Group, who were keen to launch this concept across all UK QinetiQ sites (circa 5,000 employees) and in January 2019, 18 UK QinetiQ sites, including Malvern, hosted a wellbeing breakfast with around 1,500 employees attending. The focus of this breakfast was around "New Year, New You". Healthy breakfast options were available for employees to sample, health checks were completed and reps from numerous local support groups attended. In March 2019 when QinetiQ launched 65 Mental Health First Aiders (MHFA) across their sites the uptake of requests to be trained was greater at Malvern than at any other QinetiQ site. WWW champions Michelle and Josie believe the reason for this was because so much focus has been placed on overall wellbeing and mental health across Malvern due to the variety of events that are continually held on site.

Josie and Michelle have attended the Making Every Contact Count Training and are currently in discussions with Worcestershire County Council to deliver this training to managers at the Malvern site.

"Some of the benefits that we have experienced as a result of addressing workplace wellbeing include increased:

- ***openness in discussing health and well-being matters (particularly mental health)***
- ***participation in gym membership and on-site well-being activities such as yoga/walking/running/cycling***
- ***wellbeing staff survey scores"***

