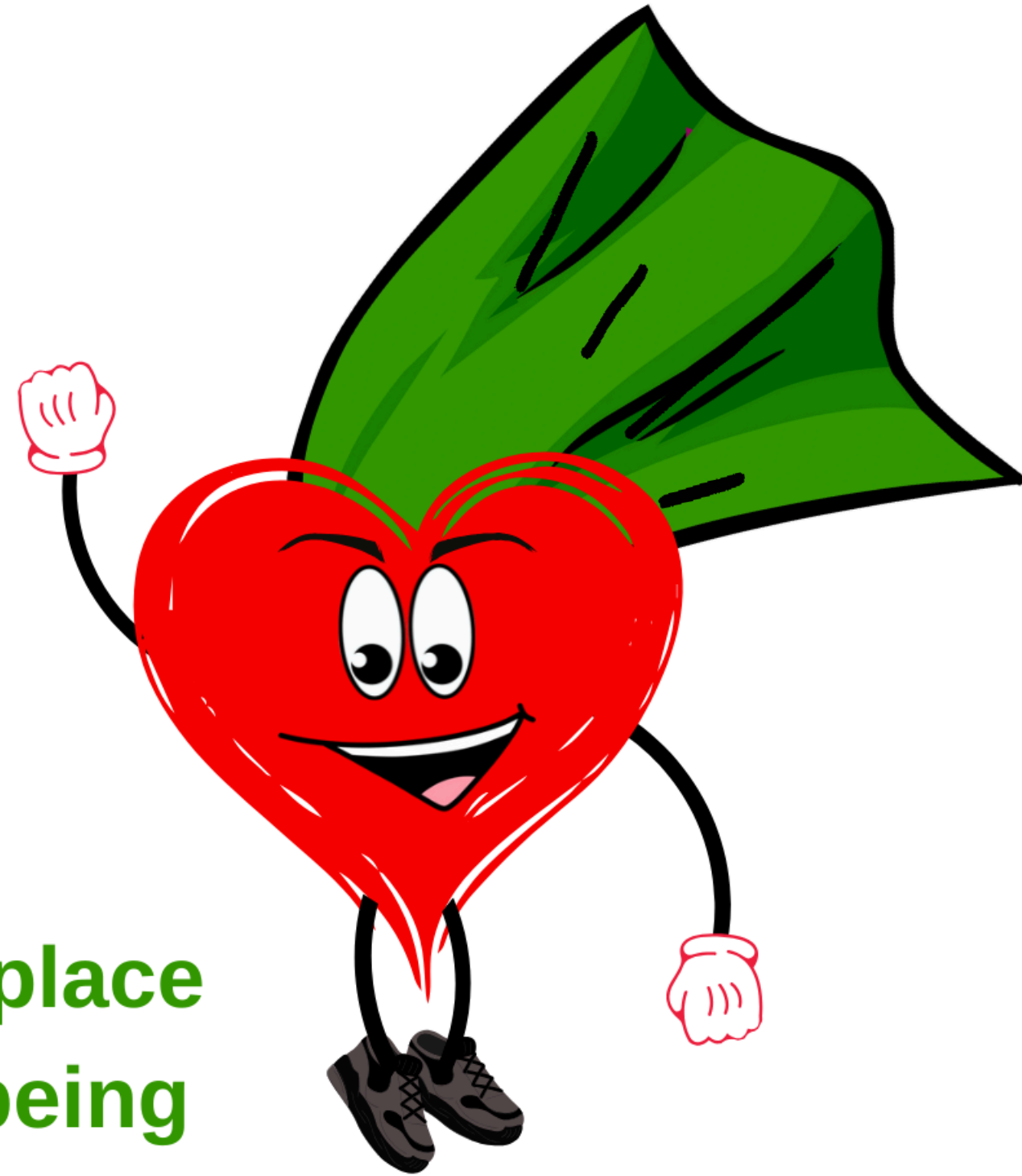


July 2025- Quarterly check in



**Workplace
Wellbeing
Champion!**

What will we cover?

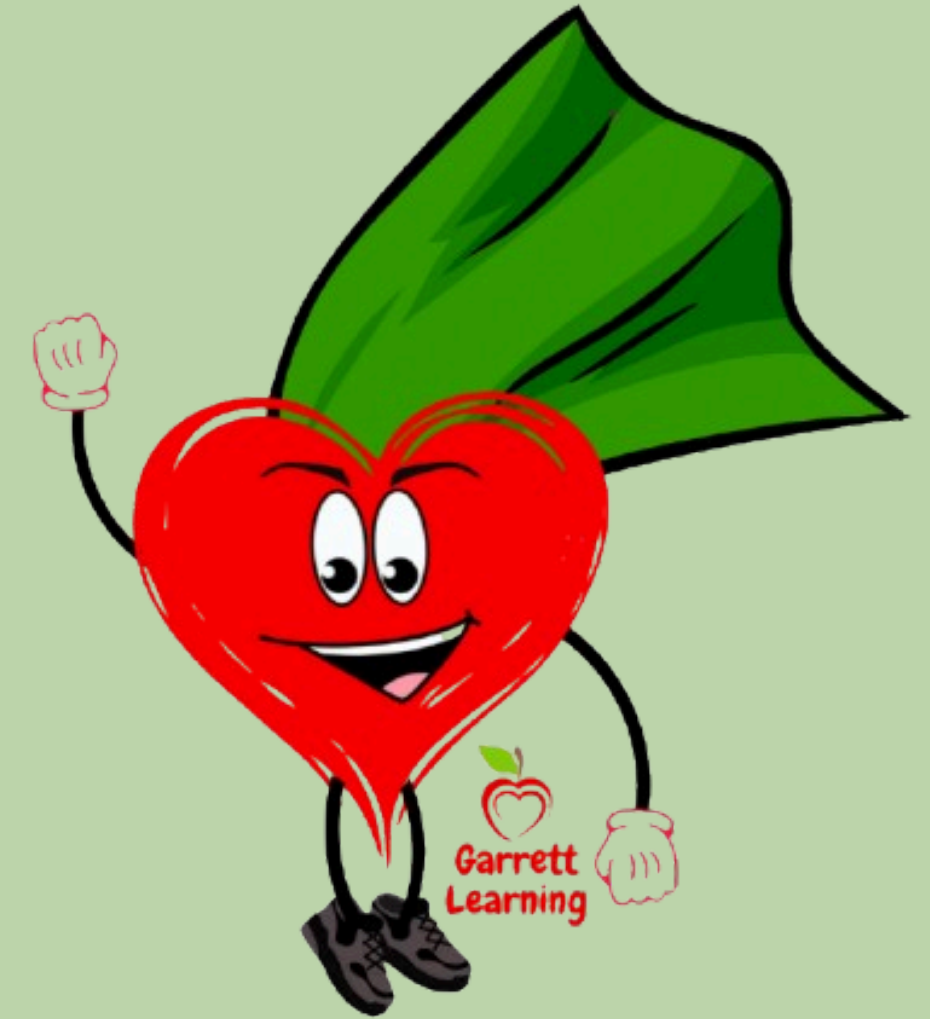
13:00 - Welcome & introductions

13:10 - What's coming up

13:20 - 10 minute teach

13:30 - Champion support session plus, questions and answers

13:50 - Close





Thank you for being here.

Upcoming International mental health/wellbeing dates for your diary:

July:

Monthly focus - Talk to us month

24th: Samaritans Awareness Day

25th: National Schizophrenia

Awareness Day

30th: International Friendship Day

August:

8th: International Cat Day

9th: Book Lovers Day

19th: National Moving Day

26th: International Dog Day

September:

1st: World Letter Writing Day

5th: International Day of Charity

6th: National Food Bank Day

10th: World Suicide Prevention Day

13th: Stand up to Cancer

15th: International Week of the Deaf

18th: National Fitness Day

23-27: Happiness at Work Week

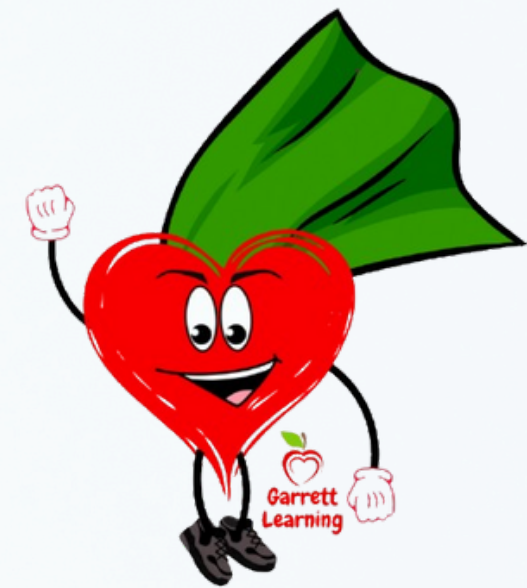
27th: National Teaching Assistants day

27th: World's biggest coffee morning

Dates for your diary

Second Monday* of the month, 13:00-13:50 GMT

Date:	Theme / guest speaker:
Aug 11th	Narinda Sheena - Chronic pain and neurodiversity
Sept 8th	Leeanne Brown - Nervous system, boundaries and breathwork
Oct 6th	Shirley Lane - Balancing Butterflies, Menopause
Nov 10th	Champion Supporter Chat
Dec 8th	Helen Cochran - Looking after your body and a guided meditation
Jan 12th	Sarah Snape - Confidently setting you up for the year
Feb 9th	Anita Arscott-Brooks - The Art of Bouncing Back
March 9th	Champion Supporter Chat
April 13th	Claire Elston - Neurodiversity in the workplace



Exclusive discounts on training:

MHFA England Adult Mental Health First Aid:



& bespoke training/train the trainer / Power hour

Share your learning needs and requirements with me:

wendy@garrettlearning.co.uk





**Definitions
by the NHS**

Sex: Sex assigned or the sex someone was registered with at birth

Gender: Gender is more complex. It refers to our internal sense of who we are and how we see and describe ourselves.

- Man
- Woman
- Neither (non-binary)

Being non-binary can mean having no gender, a different gender, or being in between genders. Gender can be fixed or fluid. Some people identify with a gender opposite to the sex they were registered with.

Use of pronouns:

- She/Her
- He/Him
- They/Them

Gender neutral language:

We make content gender neutral as far as possible. In general, we word our content to avoid masculine and feminine pronouns ("he" or "she"). Instead we use "you" where appropriate and sometimes "they" when we need a gender-neutral pronoun (unless this is confusing).

Avoid asking users for their title, such as Mr, Miss, Mrs, or Ms.

Transgender: or 'trans' is the umbrella term used to describe people whose current gender identity differs from the sex assigned at birth.

Some but not all trans people want to transition socially, medically or both.

Trans woman: Someone who was registered male at birth and now identifies as a woman.

Trans man: Someone who was registered female at birth and now identifies as a man.

Sexuality - LGBTQIA+

- **Lesbian:** A woman who is attracted to other women.
- **Gay:** A person who is attracted to people of the same gender.
- **Bisexual:** A person attracted to both men and women.
- **Transgender:** An umbrella term for people whose gender identity differs from the sex they were assigned at birth.
- **Queer:** A term used by some to describe sexual orientations and gender identities that are not heterosexual or cisgender. It can also be used as an umbrella term or as a personal identity.
- **Questioning:** The process of exploring and discovering one's own sexual orientation and/or gender identity.
- **Intersex:** Individuals born with sex characteristics that do not fit typical binary notions of male or female bodies.
- **Asexual:** Individuals who do not experience sexual attraction.
- **The +:** Represents the many other gender and sexual identities that are not explicitly listed, such as non-binary, pansexual, and more.

Breaking down the stigma:

Stereotyping: often negative and inaccurate, leading to prejudice and discrimination.

Prejudice: Negative attitudes and feelings towards LGBTQ+ individuals, often based on misinformation and fear.

Discrimination: Actions that deny LGBTQ+ individuals equal opportunities and treatment in various areas of life, such as employment, housing, healthcare, and education.

Internalised stigma: When LGBTQ+ individuals internalise negative societal views about themselves, leading to low self-esteem and mental health issues.

Healthcare discrimination: LGBTQ+ individuals may face denial of care, misgendering, judgmental attitudes, and even verbal or physical harassment in healthcare settings.

Structural stigma: This refers to societal-level factors like laws, policies, and norms that create and perpetuate discrimination against LGBTQ+ people.

Creating a Supportive Environment:

- **Celebrate LGBTQ+ events and milestones:** Recognise Pride Month, Transgender Awareness Week, and other important dates.
- **Form employee resource groups (ERGs):** Create spaces for LGBTQ+ employees to connect, share experiences, and support each other.
- **Provide training and education:** Offer training on LGBTQ+ issues, unconscious bias, and allyship.
- **Lead by example:** Encourage leaders to model inclusive behavior and advocate for LGBTQ+ rights.
- **Foster a safe space:** Make it clear that discrimination and harassment are not tolerated and that employees can feel comfortable being themselves.
- **Promote visible allyship:** Display inclusivity posters or rainbow flags during Pride Month.
- **Engage with the LGBTQ+ community:** Participate in LGBTQ+ events and initiatives to show support.
- **Addressing Specific Needs:** Support for employees

We want to hear
your feedback:



Q&A

Thank you for being here.