

HELLO

... and welcome to November's WELLNESS Newsletter, which is jam-packed with national and international wellbeing initiatives to promote.

NOVEMBER 2020

- **MOVEMBER** ● **INTERNATIONAL STRESS AWARENESS WEEK** ●
- **ALCOHOL AWARENESS WEEK** ● **ANTI - BULLYING WEEK** ●

HEALTHIER MIND

HEALTHIER BODY

HEALTHIER FOOD

HEALTHIER WORLD

Men, this month is all about you! November has become widely known for  **Movember** and the growing of moustaches for good causes – with much creativity along the way.

It is important to remember the message behind  **Movember**. Many associate it with the prevention of prostate and testicular cancer but it also supports mental health and suicide prevention in men. Some of the statistics related to these diseases are staggering and it is important that we raise awareness of each of them. So men... start growing that facial hair and be creative about it!

Due to COVID-19, many of us have experienced a lot more stress this year. This might have led to us making poor diet choices, such as consuming sugary snacks instead of lunch, or a heavier reliance on alcohol to help us to relax in the evenings. Unknowingly this could have impacted both our bodies and our minds. It is important to

recognise the signs of stress and know how to manage them – check out the information on  **International Stress Awareness Week** (2<sup>nd</sup> – 6<sup>th</sup> November), as well as  **Alcohol Awareness Week** (11<sup>th</sup> – 17<sup>th</sup> November).

16<sup>th</sup> to 20<sup>th</sup> November marks  **Anti-Bullying Week**. Business Director  **Jeanette McNaughton** has contributed an article on the subject which highlights that being stressed at work may lead to unintentional bullying behaviours – read on for further details. In contrast,  **World Kindness Day** on 13<sup>th</sup> November is a great opportunity to do something thoughtful for a colleague. Not only will this bring positive feelings and happiness to the recipient, but it may also lift your own mood as well.



# WELLNESS WEBINAR

4<sup>th</sup> NOVEMBER

HEALTHIER MIND



## FEELING STRESSED?

This month our webinar will be talking through tips to relieve stress. Please join Evan Judge, ESS Senior HSE Manager who will be running this webinar on Wednesday 4<sup>th</sup> November at 14:30 - click [HERE](#) to learn more!

If you would like to subscribe to gain access to future webinars please e-mail: [ess.wellness@compass-group.co.uk](mailto:ess.wellness@compass-group.co.uk)

# DON'T BE A MUG... RECYCLE YOUR CUP!

HEALTHIER WORLD

The UK uses 7 million coffee cups every day, most of which end up in landfill or energy recovery.

Coffee cups can't be recycled in most mixed recycling bins: although they're made from paper they have a plastic lining to make the cup waterproof.

*This results in a shocking 2.5 billion coffee cups being wasted every year.*

Separated-out cups can be recycled, but only at a few dedicated recycling centres, so we have been working with **Simply Cups**, the UK's leading coffee cup recycling service, to offer a solution to our units around the UK.

In ESS, sustainability and working towards a better environment is really important to us. In November, we are partnering with Simply Cups to launch a coffee cup recycling trial across seven units.

ESS-branded, dedicated coffee cup recycling bins will be placed at key points throughout units, supported with posters and digital screen assets around the rest of the unit.

This initiative will allow units to recycle coffee cups of any size, used for any drink purchased from any of their retail outlets. This is a significant step forward, so please do all you can to support these trial units when visiting by getting onboard with this initiative.

**In 2019, ESS used over 4.2 million cups!** If the trial is successful, we can make a significant difference to the environment by making this new initiative part of everyday life across our estate.

### ESS Trial Units are:

- HMS Excellent
- MOD Wyton
- DMS Whittington
- RSME Brompton
- RSME Minley
- Metropolitan Police
- MOD Whitehall





The government recommends no more than 14 units of alcohol per week over a minimum of three days

# FANCY A TIPPLE?

## ALCOHOL AWARENESS WEEK

11<sup>th</sup> -17<sup>th</sup> NOVEMBER

This year's Alcohol Awareness Week is focusing on the effects that alcohol can have on mental health.

A well-established myth is that alcohol helps you to relax... Unfortunately, there is no truth behind this.

Whilst alcohol can act as a sedative and make you feel relaxed, the effects wear off quickly once your body has processed the alcohol. You may experience withdrawal symptoms, like those who are alcohol dependent, leading you to take another drink - and so it becomes a vicious cycle. If you are an anxious or nervous person, it may also heighten those feelings and can have detrimental effects on your mental health.

The government recommends that we consume no more than 14 units of alcohol per week over a minimum of three days.

### And it's not just about the units

Alcohol also contributes to your overall daily calorie intake - in fact, it provides nothing but calories at 7kcal per ml. An average 175ml glass of wine provides 159 calories and a pint of beer provides 182 calories.

Alcohol also increases your added sugar intake, contributing to 10% of 29-64 year olds who drink<sup>2</sup>. Visit our WELLBEING board and YouTube channel where you can pick up our small card that highlights the calories in different types of alcohol and how long it takes to burn those calories off.

**Alcohol  
Awareness  
Week**

You can sign up for digital resources and more information to promote Alcohol Awareness Week by visiting:

<https://alcoholchange.org.uk/get-involved/campaigns/alcohol-awareness-week-1/about-alcohol-awareness-week/take-part-in-alcohol-awareness-week>

<sup>1</sup>Britishlivertrust.org/UK

<sup>2</sup>Drinkaware.org/UK



# MOVEMBER



## Too many men are dying prematurely of male cancers, mental health conditions and suicide.

Raising awareness and money will help save lives. **Movember** is a community of rock stars getting creative with their facial hair to do just that!

Men, look after yourselves! Don't be afraid to seek help and get regular check-ups - the evidence is in the stats:

- Around 1 in 8 men in England have a common mental health problem<sup>1</sup>
- Men aged 45-49 have the highest rate of suicide in the UK<sup>2</sup>
- More than 100 cases of prostate cancer are diagnosed in men in the UK every day<sup>3</sup>

- There are around 2,300 new testicular cancer cases in the UK every year, that's more than six every day<sup>4</sup>

More information can be found at: <https://uk.movember.com/?home>

Check out our WELLBEING board for more information on prostate cancer.

## HAVE YOU GROWN A MOUSTACHE IN AID OF MOVEMBER?

Send your photos into [ess.wellness@compass-group.co.uk](mailto:ess.wellness@compass-group.co.uk) for next month's issue!



# INTERNATIONAL STRESS AWARENESS WEEK



2<sup>nd</sup> - 6<sup>th</sup> NOVEMBER

Ensuring the health, happiness and wellbeing of our colleagues and customers is a key priority for ESS. This is underpinned by our WELLNESS Strategy and its pillars – Healthier Mind, Healthier Body, Healthier Food and Healthier World.

We believe that everyone in the ESS family should have access to the support they may need and this has never been more important than during the challenging times in which we find ourselves.

International Stress Awareness Week 2020 will provide a platform to illuminate stress and mental health issues and insights from across the world.

Almost one in five adults (19.2%) were likely to be experiencing some form of depression during the COVID-19 pandemic in June 2020; this had almost doubled from around 1 in 10 (9.7%) before the pandemic (July 2019 to March 2020). Feeling stressed or anxious was the most common way that adults experiencing some form of depression felt their wellbeing was being affected, with 84.9% stating this.

ISMA's (International Stress Management Association's) focus is to continue ensuring that these issues receive maximum attention, with the active promotion of wellbeing in the workplace. Carole Spiers, Chair,

says, 'Particularly in challenging times, ISMA's aim is to keep stress, mental health and wellbeing high on the international agenda'. If you feel affected by the impact of COVID-19 or are experiencing stress or depression, it is important that you speak to someone, whether that be a family member, a colleague or professional'. Check out our WELLNESS Webinar on stress on 4th November at 14:30.

More information can be found at: <https://isma.org.uk/isma-international-stress-awareness-week>

As a reminder, we have our Employee Assistance Programme for colleagues.

Key support available includes:

- 24/7 telephone counselling helpline
- Life Management telephone helpline providing access to support on a range of everyday matters, such as financial, legal, consumer, family care and housing issues
- 24/7 online portal providing tools, information, guidance and accessible support.

Please see here for more information:

Supporting you when the everyday doesn't go to plan

Whatever your worry, we can help you through it

For support and guidance from your Employee Assistance Programme:

Phone 0800 072 7 072 Go to [www.arabesupported.co.uk](http://www.arabesupported.co.uk)

Username: [compassgroup](http://compassgroup)

Password: [supported](http://supported)

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# ANTI-BULLYING WEEK



16<sup>th</sup> - 20<sup>th</sup> NOVEMBER

ODD SOCKS DAY

on Monday 16<sup>th</sup> November 2020

HAVE YOUR ODD SOCKS AT THE READY!

The Anti-Bullying Alliance is the official organiser of Anti-Bullying Week 2020 which will take place from 16th November – 20th November. It kicks off with Odd Socks Day on the 16<sup>th</sup> to celebrate what makes us all unique!

Send us photos of you in your odd socks to [ess.wellness@compass-group.co.uk](mailto:ess.wellness@compass-group.co.uk). You can also check out our WELLBEING board for information on bullying.



# KEEP CALM AND SAY 'NO' TO BULLYING

## JEANETTE McNAUGHTON, ESS BD

I was asked to write about bullying and was keen to draw attention to an issue that, disappointingly, still happens in the workplace today. When I started my research, I thought I knew what bullying was. It turns out, however, my understanding was limited and, while I understood the meaning, I hadn't given this issue as much thought as I possibly should have.

### What do we mean by 'bullying'?

Bullying at work is behaviour that is:

- Threatening, aggressive or intimidating
- Abusive, insulting or offensive
- Cruel or vindictive
- Humiliating, degrading or demeaning.

How does it make you feel when you read that? For me it sounds awful, but the good news is that we can all do something about it. But first we need to understand why and how people bully.

### Why do people bully?

Studies have shown that envy and resentment are the cause of many workplace incidents. They're not the only reasons, but they're a good place to start.

*"They should not have got that promotion."*

*"How did they win that award?"*

*"That should have been me or my team!"*

Does any of this sound familiar? If so, how much better would this sound?

*"How fantastic that you picked up your promotion!"*

*"Great news on your award!"*

*"How fantastic are your team!"*

It sounds and feels good to speak in the positive and this is something within our gift. Try it; it works!

### How do people bully?

Bullying ranges from one to one individual bullying to group bullying. In both cases, negative actions occur when a person intentionally inflicts discomfort or injury on another person.

*"I was just having a laugh."*

*"Oh, they are so sensitive."*

*"I didn't mean it like that."*

These examples all seem quite harmless, but they can be seen and experienced as bullying and this is in our power to change.

The truth is you may not realise that you are bullying – you may be under pressure to get that report finished so become demanding of others, or you may just be making a joke at someone else's expense in the office or out on site. However, these behaviours are unacceptable and can have a lasting impression on another person's health and wellbeing quicker than you think.

I think we are all guilty of hearing, which is just the act of perceiving sound, rather than fully listening, which requires concentration so that your brain processes meaning from words and sentences. Likewise, we may look,

which is a passive or subconscious act, rather than see which requires our full attention. Listening and seeing is key to recognising potential bullying behaviours in the workplace.

We all share responsibility for conducting ourselves in a professional manner and we rely on our people to **Speak Up** if they witness unacceptable behaviour. If you think it's wrong, then it's right to **Speak Up** about it. Visit [www.compass-speakup.com](http://www.compass-speakup.com) if you feel there is something you need to voice.

We have included **Growth, Respect and Teamwork** within our **ESS Way Commitments**, and I am proud to say that we are changing the culture.

More information can be found at <https://www.anti-bullyingalliance.org.uk/anti-bullying-week>

Completely confidential **You don't have to give your name** Calls handled by independent specialists who do not work for Compass **Without fear of reprisal** Raise concerns about activities at work that are illegal and unethical **Supports Compass Code of Business Conduct and Code of Ethics**



Telephone free 24 hours a day on

**0808 234 7881 (UK) / 1800719810 (ROI)**

or via the web at

**[www.compass-speakup.com](http://www.compass-speakup.com)**



# WORLD KINDNESS DAY

## WORLD KINDNESS DAY

13<sup>th</sup> NOVEMBER

**Kindness is something that should be the norm, but this isn't always the case as life can take over.**



Friday 13th November marks World Kindness Day which sees participants attempting to make the world a better place by celebrating and promoting good deeds and pledging acts of kindness, either as individuals or organisations.

Let's make this Friday 13th a lucky day for others through random acts of kindness for those you love, your colleagues or even complete strangers. Go ahead: make their day and help to put a smile on all our faces!

Why not share your act of kindness with the world and spread that positive feeling by using the hashtags #worldkindnessday and #makekindnessthenorm.

You can also email your stories to [ess.wellness@compass-group.co.uk](mailto:ess.wellness@compass-group.co.uk)

<https://www.randomactsofkindness.org/world-kindness-day>

### WELLNESS SURGERY

Don't forget our **WELLNESS Surgery** where you can ask our nutrition and wellbeing specialist anything to do with health and wellbeing. Click the link any time between 14:00 and 16:00 on 18<sup>th</sup> November:

**Join Microsoft Teams Meeting**

[Learn more about Teams](#) | [Meeting options](#)

Join with a video conferencing device

[726987418@teams.bjn.vc](mailto:726987418@teams.bjn.vc)

VTC Conference ID: 1176572037

### GOOD NEWS STORIES

**Have you held any WELLBEING promotion events this month?**

If you would like to share your success, please submit an article of around 150 words ASAP so we can publish it in our next issue. Please include any photos or feedback and send to:

[ess.wellness@compass-group.co.uk](mailto:ess.wellness@compass-group.co.uk)

### SIGN UP BY SENDING US AN E-MAIL

If you have any questions on overall health and wellbeing or you would like to sign up to our monthly newsletter, please send us an email at:

[ess.wellness@compass-group.co.uk](mailto:ess.wellness@compass-group.co.uk)

WELLNESS

# CHECK OUT WELLNESS ON OUR NEW

 **YouTube**  
**CHANNEL**

Improve your Wellness by watching videos from our registered ESS Nutrition & Wellbeing specialist Leanne King.

Also follow us at **WeAreESS** on Instagram and TikTok.

