

TOPICAL

# World Mental Health Day 10<sup>th</sup> October 2018



According to the mental health charity **Mind**, approximately 1 in 4 people in the UK will experience a mental health problem each year.

Mental health problems can affect any individual, at any time in their lives, and on the 10<sup>th</sup> October, the World Health Organisation (WHO) recognises World Mental Health Day.

This year, the theme chosen by WHO is 'Young People and Mental Health in a Changing World' and its aim is to focus on the issues that today's youth and young adults are facing in the world.

In modern society, young people are spending more time on the internet, and are more likely to experience cyber crimes and cyber bullying. Suicides and the number of people suffering from substance abuse have been **steadily rising**, LGBT youth's are feeling **alone and persecuted**, and young adults are at the age when serious mental illnesses can occur.

WHO's goal is to begin the conversation around improving what modern youth society needs in order to grow up more healthy, happy and mentally resilient.

## Did you know?

- 75% of mental illnesses start before a child reaches their 24<sup>th</sup> birthday.
- 50% of mental health problems in adult

life (excluding dementia) take root before the age of 14.

- 10% of children aged 5-16 have been diagnosed with a mental health problem.
- 70% of young people with a mental health problem are not receiving treatment.

## Symptoms of poor mental health

If you are worried about your own mental health, or the wellbeing of someone you care about, it is important to look out for emotional warning signs.

Mental health problems can cause a wide variety of emotional symptoms, some of which include:

- Changes in mood
- Erratic thinking
- Chronic anxiety
- Lack of self-worth
- Impulsive actions

## What is good mental health?

According to the **Mental Health Foundation**, good mental health is the ability to carry out the following functions:

- The ability to learn.
- To manage positive and negative emotions.
- To maintain strong relationships with others.
- To cope with change and uncertainty.

## Mental health top tips:

### 1. Talk

It's vital for your own mental wellbeing that you open up to your support network and talk about your thoughts and feelings.

### 2. Exercise

Regular exercise can boost your self-esteem and can help you become

more productive and improve your sleeping patterns.

### 3. Eat well

A balanced diet that is good for your physical wellbeing, is also good for your mental wellbeing. Your brain needs a mix of nutrients to stay healthy and function well.

### 4. Drink less

Stay within the recommended daily alcohol limits; 3 to 4 units a day for men and 2 to 3 units a day for women.

### 5. Be mindful of others

Caring for others is often integral in maintaining relationships with people you care about. It can also help to put our own problems in perspective.

## How to get involved

**Tea & talk** - Raise funds by hosting a Tea & Talk event in your workplace. All you do is get together a group of colleagues, put the kettle on, invite them to make a donation to the Mental Health Foundation and start a conversation about mental health. If you are stuck for ideas and need more resources, [click here](#) for more information.

**Social media** - Help raise awareness of WMHD by using the hashtag #worldmentalhealthday on social media.

If you are suffering from issues with your mental health and need further assistance, please call our helpline on:

**0800 030 5182.**

Or alternatively, visit our portal to view advice articles, webinars and 4-week programmes all aimed at improving your wellbeing.

[www.healthassuredeap.com](http://www.healthassuredeap.com)

WELLBEING

# National Cholesterol Month October 2018



Every 7 minutes, someone in the UK will suffer from a heart attack.

National Cholesterol Month is a month long awareness campaign organised by HEART UK, with the aim of raising awareness of the dangers associated with high cholesterol.

## What is cholesterol?

Cholesterol is a waxy substance found naturally in the blood and it's vital for the normal functioning of the body. Cholesterol is predominantly produced in the liver, but it can also be found in foods such as red meat, high fat cheese, butter and eggs.

Cholesterol is essential for maintaining a healthy body however, when the cholesterol level in your blood becomes too high, it can cause serious and life-threatening problems.

## 'Good' & 'bad' cholesterol

- **LDL (low-density lipoprotein) cholesterol:** "Bad cholesterol," carries cholesterol from the liver into the bloodstream, where it can stick to the blood vessels.

- **HDL (high-density lipoprotein) cholesterol:** "Good cholesterol," carries the cholesterol in the blood back to the liver, where it is broken down.

## High cholesterol

Research has indicated that high cholesterol can increase the risk of:

- Heart attacks
- Strokes

- Atherosclerosis
- Transient ischaemic attacks
- Peripheral arterial disease

## Preventing high cholesterol

There are numerous ways in order to reduce the risk of having high cholesterol, they include:

**Diet** - There are two types of fats in food; saturated and unsaturated. You should avoid foods containing saturated fats, as they will increase the levels of "bad cholesterol" in your blood.

Foods that are high in unsaturated fat and reduce the risk of high cholesterol include:

- Nuts & seeds
- Oily fish
- Oats
- Fruits and vegetables

**Exercise** - Moderate physical activity can help raise levels of 'good cholesterol' in your blood. Adding exercise to your daily routines, even for short intervals will help make a difference. Good examples include swimming, cycling and walking.

**Stop smoking** - Smoking stops HDL transporting fatty deposits to the liver, leading to high cholesterol and narrowing of the arteries. This can increase your risk of suffering from heart attacks and strokes.

The benefits of stopping smoking appear early too. In fact, within a year of quitting, your risk of heart disease is half that of a smoker.

## Did you know?

- Coronary Heart Disease remains the

number one killer in the UK.

- Coronary heart disease is Europe's most common cause of death before the age of 65.

- Cardiovascular disease (CVD) is responsible for 38% of male and 37% female deaths before the age of 75.

- Every year, CVD costs the UK economy £19 billion.

## How do I get involved?

**The Great Cholesterol Challenge** - Help HEART UK raise £50,000 for life altering research by reaching 100 miles of exercise this October. You can run, swim, walk, cycle or row your way to your target, just make sure you register your activity [here](#).

**Blood tests** - The best way to find out how high your cholesterol levels are, is by routinely booking blood tests with your GP. That way, you can receive the best proactive advice if your cholesterol levels appear to be rising over a period of time.

**Social media** - Follow HEART UK's [twitter page](#) for the latest updates regarding National Cholesterol Month and share your achievements via the hashtag [#nationalcholesterolmonth](#).

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TOPICAL

# Equality



A key decade in the progression of equality was the 1970's, when Britain began to develop legislation that would protect certain groups of people from unfair discrimination.

A number of Acts were created between 1970 and 2007 to promote equality, such as the [Race Relations Act 1976](#), these have now been consolidated into the [Equality Act 2010](#), to harmonise the law in this area.

The current UK legislation's goal is to promote equality and diversity between people from different groups and backgrounds, and aims to eliminate discrimination. But for minor exceptions, the Equality Act 2010 does not apply to Northern Ireland. The equality legislation in Northern Ireland is currently unconsolidated, meaning there is not an 'individual' piece of legislation that applies however, the main anti-discrimination provision is the [Disability Discrimination Act 1995](#).

## What is equality?

Equality is ensuring that every individual possesses the same rights and has equal opportunities. The Equality Act 2010 recognises that certain groups of people have experienced inequality and discrimination, and aims to prohibit employers, education providers and service providers from discriminating against those groups of people.

The Equality Act 2010 makes it unlawful to discriminate against another because of certain characteristics relating to:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

## Public Sector Equality Duty

The Equality Act 2010 applied a Public Sector Equality Duty to public bodies. This requires public bodies to advance equality and eliminate inequality and discrimination. Public bodies must ensure that any policy they introduce, or service they offer, is equal and fair. Their duties extend to preventing discrimination in schools and academies as they must address issues of prejudice, harassment, disadvantage and lack of participation for individuals with protected characteristics.

In further attempts to improve Equality in

the UK, a number of additional actions have been taken:

## Lesbian, Gay, Bisexual and Transgender (LGBT)

The UK Government launched a national [LGBT survey](#) in 2017 which highlighted a variety of areas where improvement could be made to support the LGBT community. In light of this, the UK Government has created a comprehensive LGBT Action Plan setting out how lives of LGBT people can be improved in society. For example, the Government intends to take further action on LGBT hate crime and extend the anti-homophobic and transphobic bullying programme in schools. Furthermore, The Government Equalities Office announced the intention to consult on the [Gender Recognition Act 2004](#) to see how the legal gender recognition process can be made less bureaucratic and intrusive. View the LGBT Action Plan here: [LGBT Action Plan 2018](#).

## Equal Pay

The law on equal pay is set out in the Equality Act 2010. The Act gives a right to equal pay between women and men for equal work, ensuring that a woman's contractual terms are no less favourable than a man's.

## The Gender Pay Gap

Under the [Equality Act 2010 \(Gender Pay Gap Information\) Regulations 2017](#), all companies in Britain (excluding Northern Ireland) with more than 250 employees were required to report their gender pay gap to the Government by April 2018. The gender pay gap is the difference between the average hourly earnings of men and women. This is the first time ever that the pay differences between men and women in the UK have been disclosed and are now publicly available.

## Shared Parental Decision Making

The UK Government recognised that significant inequalities persist in the UK in regards to childcare responsibilities, with women in the UK carrying out a disproportionate amount of childcare duties in comparison to men. Shared Parental Leave was introduced by the Government in 2015 and enables eligible mothers, fathers, partners and adopters to choose how to share time off work after their child is born or placed with them for adoption. In addition, Shared Parental Pay may be available to parents if eligible. The [Shared Parental Leave Regulations 2014](#) applies to the United Kingdom.

## Disabled Person's Rights

The [Care Act 2014](#) places a duty on English Local Authorities to assess and support any adult with care and support needs. This legislation ensures individuals have assistance in their day to day life by way of housing options and services

available to meet their needs. Advice and guidance is also available to carers.

The [Mental Capacity Act 2005](#) is designed to protect and empower individuals who may lack the mental capacity to make informed decisions regarding their care and treatment. The act requires that all practicable steps be taken to help a person make a decision before they are treated as lacking capacity to make that decision.

## Equality Advisory and Support Service

The Equality Advisory and Support Service ([EASS](#)) began operation in 2012 and is an advisory service that provides expert information, guidance and support on discrimination and human rights issues. The EASS helpline can assist individuals who believe they may have experienced discrimination. The service provides an advice helpline to assist individuals on discrimination issues by providing information regarding legal rights and remedies.

Despite the many positive steps towards equality, there are still some areas where improvements to improve equality are needed. Listed below are some facts about the current society:

- Women are still earning significantly less than men. The recent disclosure of pay data by companies has shown that there is an average pay gap of 9.7% within each sector.
- The Office for National Statistics suggests the richest 10% get almost 30% of gross income in the UK.
- The Resolution Foundation found that Bangladeshi and Pakistani graduates are about 12% less likely to be employed than white British graduates.
- The Race Disparity Audit shows that amongst non-medical staff in the NHS in England, only 7% of very senior managers and 11% of senior managers were from an ethnic minority group.

**Republic of Ireland:** The Equality Act 2010 does not apply to the Republic of Ireland. The main anti-discrimination laws in Ireland are The [Employment Equality Acts 1998–2015](#), [Equal Status Acts 2000 – 2015](#) and [The National Disability Authority Act 1999](#).

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