

WELLBEING

World Hepatitis Day 28th July 2019



According to the **World Hepatitis Alliance (WHA)**, viral hepatitis is responsible for 1.34 million deaths a year and causes two in every three liver cancer deaths.

On the 28th July, countries from around the globe will observe World Hepatitis Day (WHD). The aim of the event is to raise awareness of the global impact of viral hepatitis and to enforce significant change in the ways we educate people of the condition.

What is hepatitis?

Hepatitis is an inflammation of the liver. It can be caused by a variety of different causes, but most commonly by a viral infection, or as a result of unhealthy alcohol and drug consumption. If left untreated, hepatitis can lead to fatal health conditions such as liver failure, cirrhosis and liver cancer.

Symptoms

Short-term (acute) hepatitis often has no noticeable symptoms, resulting in the virus being undetected by many infected individuals. However, if symptoms begin to develop they can include:

- Yellowing of the eyes and skin (jaundice)
- Itchy skin
- Muscle and joint pain
- Loss of appetite
- Dark urine

Long-term (chronic) hepatitis can also go unnoticed until it causes liver failure. However, the virus is often picked up during routine blood tests.

Types of hepatitis

Hepatitis A - Most commonly transmitted by consuming food or water contaminated by a person infected with hepatitis A. The virus usually passes within a few months. A vaccination is recommended if you travel to Africa, Central and South America and the Far East.

Hepatitis B - Transmitted via infectious body fluids. Injection drug use, having sex with an infected partner, or sharing razors with an infected person can increase your risk of contracting hepatitis B. Most adults infected with hepatitis B are able to fight off the virus within a couple of months.

Hepatitis C - The most common type of viral hepatitis in the UK. Hepatitis C is usually spread via blood-to-blood contact with an infected person. Around 1 in 4 people will fight off the infection, others will experience chronic hepatitis C if the virus is not treated.

Hepatitis D - Only affects people who are already infected with hepatitis B, but it is usually spread through blood-to-blood or sexual contact. It is most common in Africa, South America and the Middle East.

Hepatitis E - The most common cause of acute hepatitis in the UK. The virus has been mainly associated with the consumption of raw or undercooked pork meat or offal. The virus is generally a mild infection that does not require any treatment.

Find the missing millions

According to the WHA, 300 million people worldwide are unaware that they are living with viral hepatitis. If this trend continues, millions will continue to suffer, and lives will be lost. That's why the theme for WHD 2019 is 'Find the Missing Millions'.

'Find the Missing Millions' is a global awareness-raising and advocacy campaign aimed at improving diagnosis rates of hepatitis through screening initiatives such as online self-assessment tools. The campaign hopes to contribute towards the World Health Organisation's (WHO's) commitment to diagnose 90% of people living with viral hepatitis by 2030.

How can I get involved in WHD2019?

Get social - Use the hashtag **#worldhepatitisday** on July 28th to raise awareness of viral hepatitis. **Click here** to download a variety of digital posters to accompany your posts. You can also share the WHD **film**.

Donate - To help eliminate viral hepatitis by 2030, **click here** to find the WHD2019 donation page.

If you want to know more about hepatitis, or if you have any other wellbeing concerns, please call our free, 24-hour helpline on:

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

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TOPICAL

Neurodiversity – Everything you need to know



It's **estimated** that roughly 1 in 7 people in the UK are neurodivergent, meaning their brain functions, learns and processes information differently than others.

What is neurodiversity?

The word 'neurodiversity' was created as a term to describe a new movement towards neurological diversity being accepted and respected in society. Neurodivergence includes those who live with Dyslexia, Autism, ADHD, Dyspraxia and other neurological conditions.

According to the neurodiversity movement, these conditions should be accepted, respected and recognised as a social category alongside any other human variation i.e. ethnicity or gender.

Neurodiversity is often considered as a social justice movement that focuses on celebrating neurodiversity along with biodiversity and cultural diversity. People have often seen these as medical disorders and focused on how to "cure" these issues. The movement therefore asks people not to consider these conditions as disabilities but rather, as a variation of the human mind. In addition to this, it is believed that therapies and medication to either change or monitor an individual's behaviour are unnecessary and unethical.

History

The idea of neurodiversity was first established in the 1990's by an Australian sociologist, Judy Singer. Judy herself was

recognised on the autism spectrum and she created the term 'neurodiversity' in the hope that these differences would no longer be seen as a defect or a disorder, but just different. It was soon recognised that there was an issue with how people facing these differences were treated.

Neurodiversity in the workplace

Neurodiversity has been recognised within the context of employment and the workplace. Many neurological conditions are protected by the Equality Act 2010. This Act protects individuals against disability discrimination for issues often referred to as 'hidden disabilities'. A disability is defined under the Act as "any physical or mental impairment that has a substantial and long-term negative affect on your ability to do normal daily activities". This ensures those with certain characteristics are treated equally, with the same rights, status and opportunities in society.

Every condition covered under the term neurodiversity has its own set of challenges, these can include but are not limited to; difficulty concentrating, excess stress, issues with time keeping or maintaining a schedule and physical illness.

In the workplace, some may thrive in a working environment and build a resilience towards the difficulties they face, whereas others may struggle completing certain tasks because of their condition. In these instances, disclosing these challenges to an employer can allow them to support an individual in the workplace.

How can I help?

Those with neurological differences often suffer from mental health issues, including

depression and stress and can often be victims of bullying. To prevent this from happening in your workplace, ensure that you contribute towards building a accepting and nurturing working environment. This can be achieved by taking part in various awareness days activities, or by simply leading by example and demonstrating an attitude of respect and equality.

The future of neurodiversity

The **National Autistic Society's Autism Employment Gap Report** (2016) found that just 16% of adults on the autistic spectrum are in full time work and 77% of those unemployed want to work.

Interest in the relatively new concept of neurodiversity has positively created a greater level of social awareness of the strengths and challenges those with neurological differences face. Developments in the workplace are apparent, creating a more diverse and equal workforce. However, there is still room for increased understanding, awareness and embracement of neurodiversity within our society.

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LEGAL

Taking children abroad



Arranging family holidays after separation or divorce can lead to difficulties if there is a disagreement between parents surrounding holiday plans.

In England and Wales, if there are no court orders in place and both parents have parental responsibility, neither can take the child out of the UK without appropriate consent from the other, or a Court order. When leaving the UK, border control in the UK, or foreign borders may request to see such consent. It is therefore recommended to seek consent in writing, whilst keeping emergency contact details and necessary information regarding the details of the holiday documented.

It is however always best to discuss holiday plans with all whom have parental responsibility in advance and notify them of the intent to travel outside of the UK. If permission to take a child abroad is not obtained, those with parental responsibility should first try to resolve any disagreements through [family mediation](#). If one party refuses to engage in mediation or a compromise cannot be met, the matter can be escalated to the Court to make a decision about the trip. The Court will consider the application on its individual merits, taking into account:

- The best interests of the child
- The duration of the trip
- The date of intended departure
- Trip destination
- Any reasons put forward by the responding party disputing the trip.

If, however there is a [Child Arrangements Order](#) already in place, specifying that the child should live with one parent, then the parent who the order is in favour of is permitted to take the child outside of the UK for up to 28 days without consent. Taking the Court Order itself on the trip is often advisable as documented evidence may be requested from border control when travelling.

Child abduction – steps to take:

If a child is taken outside of the UK without consent of the other parent, this may be considered as child abduction and an offence under the Child Abduction Act 1984. If there is a threat of child abduction, or concerns abduction has taken place, follow the guidance below:

- [Contact the police](#) - they will liaise with and work alongside Interpol, an international policing organisation who will assist to locate the child.
- [The Hague Convention](#) - is an international agreement between multiple countries to protect children from international abduction and promptly return abducted children to their country of residence. If the country in question is a member of the Hague Convention, you should contact the International Child Abduction and Contact Unit (ICACU).
- [Contact Reunite](#) - an independent charitable organisation who specialise in providing [advice](#) relating to child abduction.
- [Contact the Foreign Commonwealth Office](#) - who can [assist](#) in finding overseas family law specialists, contact relevant authorities and help with local travel information.

Scotland:

The law in Scotland surrounding this matter is governed by the Child Abduction Act 1984 and the previous guidance regarding steps to take in the event of child abduction is applicable.

Similarly to England and Wales, if there is a disagreement regarding this matter, mediation should be considered in the first instance before making a Specific Issue Order under the Children (Scotland) Act 1995. To find an appropriate mediator, contact [Relationships Scotland](#).

Northern Ireland:

The Child Abduction and Custody Act 1985 states that it is a criminal offence to remove a child from the UK without permission from everyone with parental responsibility under the Children (Northern Ireland) Order 1995.

Republic of Ireland:

Permission to travel abroad with a child is required from anyone with rights of custody. In Ireland, child abduction is a criminal offence under the Non-Fatal Offences against the Person Act 1997. The Hague Convention was incorporated into the law in Ireland under the Child Abduction and Enforcement of Court Orders Act 1991.

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