Employee newsletter | November 2019

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WELLBEING

Movember 2019

According to the Men's Health Forum, just over three out of four suicides (76%) are by men, translating to suicide being the biggest cause of death for men under 35.

What is Movember?

Movember is an annual awareness event, held throughout the month of November every year. The aim of the campaign is to raise awareness of men's health issues, specifically prostate cancer, testicular cancer, and men's mental health and suicide prevention.

The campaign is ran by the Movember Foundation - a charity who encourage men from across the globe to grow a moustache, and women to support them, all to raise awareness and funds for men's health.

Since the charity's inception in 2003, the Movember Foundation has raised over £650 million and funded over 1,200 projects in more than 20 countries.

Preventing suicide in men

By 2030, the Movember Foundation aim to reduce the rate of male suicide by 25%. To achieve this, they have created a four step plan for approaching tough conversations regarding men's mental health. **1.** Ask the question: Ask him about how he has been feeling lately and if he wants to talk. Don't be put off if he tries to avoid your questions or brush them off.

2. Listen to what he says: Listen and let him know you hear what he's saying.

3. Encourage action: You could ask him about the things he used to enjoy, or encourage him to consider talking to others around him.

4. Check back in with him: Keep in touch with where he's at and make a plan for the future.

Improving quality of life:

According to the World Cancer Research Fund, prostate cancer is the second most common cancer in men worldwide. And roughly 2,500 men are diagnosed with testicular cancer each year in the UK and Ireland.

Prostate cancer: When detected early, prostate cancer survival rates are better than 98%. For those who detect it late, their survival rates drop below 26%.

For men who are aged 50 or above, you should arrange an appointment with your GP to discuss a Prostate Specific Antigen (PSA) test. This is a simple blood test that measures the PSA concentration in your blood. For black men or men with a family history of cancer, you should have this conversation with your doctor at age 45.

Testicular cancer: In most cases, the outcome for men with testicular cancer is positive. However, it's vital that men educate themselves on the proper method of detecting testicular cancer via



self-examination. Click here for more information on testicular self-examination.

How can I get involved?

Moustaches in Movember - Help raise awareness for men's health by growing your moustache for the month of November. You can raise funds by getting yourself sponsored by your friends, family and colleagues.

Take the MOVE challenge - MOVE is a 30-day physical fitness challenge organised by the Movember Foundation. It encourages people to commit to incorporate 30 new 'moves' into each day for the month of November. You can turn the challenge into a fundraising opportunity by gaining sponsorship from your co-workers.

Host a Mo-ment - Host a group fundraising event in your community to gather funds for life changing research to help stop men from dying prematurely. Examples include; arranging a sports match or a 'shave down' party - a group shave-off of facial hair at the beginning of November.

If you would like more information on men's health, or if you have any other wellbeing concerns, please call our free, 24-hour helpline on:

UK: 0800 030 5182 / ROI: 1800 936 710

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

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TOPICAL

National Stress Awareness Day

6th November 2019

According to research conducted by the Mental Health Foundation, 32% of adults surveyed have experienced suicidal feelings as a result of stress.

National Stress Awareness Day falls on the first Wednesday in November each year. Established by the International Stress Management Association (ISMA), the event provides individuals with information and guidance on stress awareness and strategies on how to minimise the risk of stress, particularly in the workplace.

What is stress?

Stress is the body's natural response to pressure. This response can produce physical and emotional responses and can be caused by a host of different situations or life events. Even positive life changes such as a promotion, purchasing a new house, or the birth of a child can produce stress.

Workplace stress

Workplace stress is becoming more common than ever, according to a recent survey from Eve Sleep and Mental Health UK. They found that six in ten employees often wake suddenly in the night with thoughts of work and other worries, at an average of four times a week, or an incredible 215 times a year. In Ireland, work-related stress among employees doubled between 2010 and 2015, according to a new study by the Economic and Social Research Institute (ERSI). This was one of the steepest increases among the ten western European countries surveyed.

How do I reduce my stress?

Relationships: Forming positive working relationships with your colleagues can do wonders for your general wellbeing. This will allow you to develop a strong support network, enabling you to share your thoughts and feelings when stressful situations at work occur.

Organise your time: If you feel as though you don't have enough time to complete your work, take steps to organise yourself. Make a list, determine priorities and set achievable time scales. If you have an issue determining priorities, ask a manager or someone from your support network to help.

Sleep: Ensuring you get enough sleep before work is vital in reducing stress. Aim to get around eight hours of sleep each night and avoid looking at any screens an hour before you sleep.

Eat well: Long working hours and heavy workloads can often create a vicious circle of not eating properly and skipping meals, resulting in you feeling sluggish and low. Eating well balanced meals will help you to keep healthy and maintain your energy for busy days at work.

Signs to look out for

Some of the most common symptoms



of stress can be split into four areas: psychological, emotional, physical and behavioural. Symptoms of stress will often accumulate until you are forced to take notice of them, such as:

- Becoming overwhelmed and anxiousDifficulty concentrating and making
- decisions
- Biting nails or picking at skin

How do I get involved?

To help raise awareness of Stress Awareness Day, you can spread the word on social media by using the hashtag **#StressAwarenessDay**.

Another way to help promote the campaign is by simply being more open with your friends and colleagues regarding stress. Share your coping mechanisms and try to act more considerately around people who appear to be stressed.

If you want to test your stress levels, **click here** to access the Stress Management Society's online stress test.

If you would like more information on reducing stress, or if you have any other wellbeing concerns, please call our free, 24-hour helpline on:

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LEGAL

Fraud & cybercrime

Section 1 of the Fraud Act 2006 establishes a general offence of fraud, which is primarily, committed through one of three acts - fraud by false representation (Section 2), fraud by failing to disclose information (Section 3) or fraud by abuse of a position (Section 4).

An individual who commits fraud through any of these methods may be liable on summary conviction, for minor fraudulent acts, up to 12 months' imprisonment, or for the more serious instances of fraud, to a custodial sentence lasting up to 10 years.

In prosecuting a defendant for an offence of fraud, the following must be proven beyond reasonable doubt:

- The defendant's conduct must be dishonest;

- The defendant's intention must be to make a gain for himself or cause a loss or the risk of loss to another.

Importantly, however, if the above is proven beyond reasonable doubt, the defendant, in order to be convicted, need not have actually gained anything for himself or caused any loss to another.

Cybercrime and fraud by false representation.

In the context of cybercrime, fraud is most frequently committed through the Section 2 offence. According to the

National Crime Agency, the most common types of cybercrime include hacking, phishing and the distribution of malicious software. In many cases, the relevant form of fraud occurring in such instances is by false representation. This offence, defined in Section 2 of the 2006 Act, is committed entirely through the conduct of the defendant. In order to secure a conviction under Section 2, the prosecution must prove that the defendant dishonestly made a false representation and, in so doing, intended to make a gain for himself or another, or to cause loss to another or to expose another to a risk of loss.

In reality, this offence commonly occurs through phishing, which is the fraudulent practice of sending emails purporting to be from reputable companies, with the intention of obtaining sensitive personal information, such as passwords or payment card details.

The requirement only to expose another to a risk of loss contributes to the ever growing frequency of fraudulent activity taking place online, as consequently fraud is an offence commonly committed without great difficulty, particularly because an offender need not have gained anything in order to have committed the offence.

The effects

The increasing prevalence of cybercrime is evidenced in the fact that it's total cost to the United Kingdom is estimated to be £27 billion per annum. However, realistically, the actual cost is likely to be far higher.



Consumers and the general public are affected significantly by fraud and cybercrime, but businesses are believed to lose the most, with such losses totalling around £21 billion per annum. This is largely due to thefts of intellectual property and instances of espionage across businesses spanning primarily, but not exclusively, financial, technology and computer and software services.

Exercising vigilance

Cybercrime can take many forms, but there are methods through which individuals can protect themselves from its dangers. The National Crime Agency recommends adopting a common sense approach to cyber security and safety. This entails maintaining, and not reusing, strong passwords, as well as installing security software (such as anti-virus) and ensuring that all software and operating systems are kept fully updated. Additionally, it may be advisable to manage settings on social media platforms, in order to control and restrict the extent of the personal information retrievable from one's social media profile, as certain details may expose the answers to one's security questions, for example.

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