



WELLBEING AT NCG

WELCOME

Providing good health and wellbeing support to our colleagues is not just about increasing productivity and reducing sickness absence. By promoting good physical, mental and psychological health and wellbeing, NCG can help to support our colleagues to lead healthier and happier lives, both at home and work.

NCG EMPLOYS OVER 2000 COLLEAGUES ACROSS SEVEN COLLEGES AND PROFESSIONAL SERVICES

1 IN 4 PEOPLE WILL EXPERIENCE A MENTAL HEALTH PROBLEM OF SOME KIND EACH YEAR

1 IN 5 PEOPLE HAVE SUICIDAL THOUGHTS

LET'S TALK ABOUT MENTAL HEALTH AND WELLBEING

- Poor mental health can affect how people think, feel and behave.
- Asking for help is not always easy!
- Good mental health is individual.
- Mental health can fluctuate.

HEAR FROM OUR CEO



Joe McGraw
Director of People and Development

"In an ever-changing world, we have a duty of care to ensure our colleagues are safe, happy and healthy and that work is not causing unnecessary anxiety. We want to create a working environment that incorporates a wider sense of wellbeing, helps people to self-manage their mental health and permit them to be more engaged, more content, feel more supported and allow them to flourish.

"We recognise that wellbeing isn't just about physical exercise and eating well; physical, psychological, social and financial aspects all contribute to a healthy life. NCG aims to promote a culture of care and concern for all our colleagues, enabling open

conversations about wellbeing and mental health to be held, and ensuring our line managers have the appropriate awareness, tools and training to effectively support their teams.

"Making healthier choices is ultimately up to all of us as individuals, however as an employer, NCG offers a number of wellbeing tools and initiatives to help everyone adopt healthier behaviours and lifestyles. I am delighted to share this with you and strengthen our commitment to becoming an employer that advocates wellbeing."

"If I had a bad back or a headache, there wouldn't be any shame at all in my mind in telling people, but there is still a certain reticence in saying 'I feel really fed up or sad'. I don't think we should have that stigma or reluctance anymore; I think we need to be more open and we need to find coping mechanisms, whatever we do and whether we are alone, or surrounded by people."

Liz Bromley shares her thoughts on mental health, wellbeing and what she does to improve her mental wellbeing. Click on the image to find out more.

Liz Bromley
Chief Executive Officer, NCG

WHAT DOES NCG OFFER?



EMPLOYEE ASSISTANCE PROGRAMME

Sometimes daily life can seem full of challenges, so it's reassuring to know you've got somewhere to turn when you need reliable information or support, or someone to talk to when things don't run as smoothly as you would like.

Our EAP is intended to help you deal with personal matters which might impact your health and wellbeing. You can benefit from independent, free and confidential 24/7 access to experienced counsellors for ad-hoc or structured counselling, practical guidance from qualified legal advisors, and sign posting and guidance on every day and financial matters.

You can contact the EAP via telephone on **0800 358 4858**. When contacting EAP please let the advisor know that you are calling from NCG. This information will ensure the EAP team knows what level of support they can provide.

You can also log into the online portal using the following details:

Username: **NCGEAP**
Password: **NCGEAP**

OCCUPATIONAL HEALTH

Occupational Health offers support to colleagues in the workplace who have underlying or long-term health conditions. Should you require a referral, please discuss this with your line manager.

EYE CARE VOUCHERS

Working regularly with a PC or laptop can cause eye strain and our eye care provision supports colleagues with eye health. We offer an online risk assessment, a DSE e-learning module and the option of a free comprehensive eye test. Should you require glasses following your eye test, an appropriate contribution and discount will be made towards the purchase of your glasses. For more information, please contact payroll@ncgrp.co.uk

FLU VACCINATION

You can claim back the cost of your flu vaccination from NCG. Find out how to do this [here](#).

CYCLE TO WORK

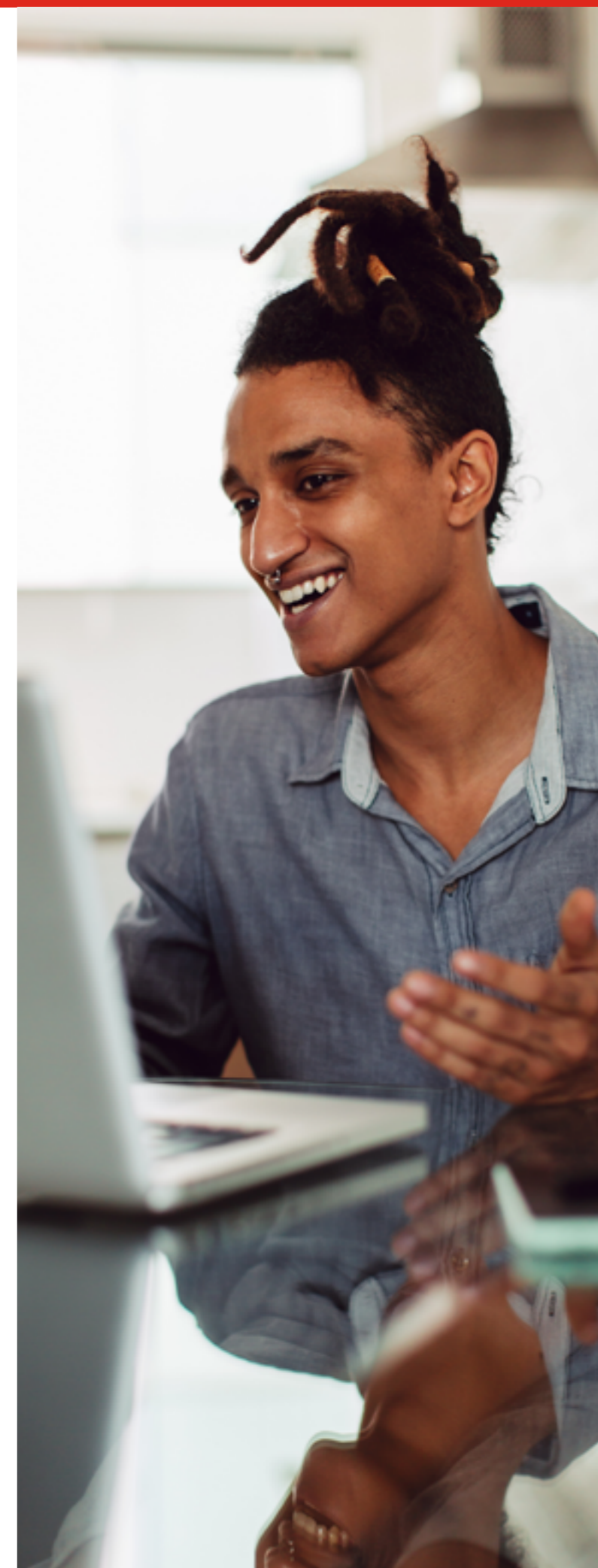
NCG colleagues can now benefit from a Cycle to Work Scheme with Cycle Solutions and can purchase a bike and cycling equipment tax-free. By covering the cost through a salary sacrifice, most people could save around 39%. You can browse and order bikes and equipment on the scheme via the [Cycle Solutions website](#). Further colleague guidance is available on the People Portal.

WORK LIFE BALANCE

We understand that you may have demands and caring responsibilities outside of the workplace. We encourage a culture which promotes and supports a healthy work life balance and flexible working. We also provide time off and paid leave (subject to relevant qualifying criteria) under the following circumstances:

- Sickness absence
- Maternity
- Paternity
- Adoption
- Shared Parental Leave
- Non-sickness absence (special leave)

Find out more: <https://people.ncgrp.co.uk/policies>



LIVE WELL

MENTAL HEALTH

It's okay to not be okay! Learning to switch off from everything that is happening around us can be really difficult. **Mind** offers some great advice on [relaxation](#), [mindfulness](#) and positive [sleep techniques](#), along with general guidance for positive mental health.

- [Five Steps to Mental Wellbeing](#)

HEALTHY BODY AND WEIGHT

A healthy lifestyle will make your heart healthier. Here are 10 things you can do to look after your heart.

<https://www.nhs.uk/live-well/healthy-body/>

EXERCISE

Exercise can boost your physical, emotional and mental wellbeing. An increase in sedentary behavior due to our changing lifestyles can have a detrimental effect on our health! This [exercise](#) link provides hint and tips to become more active. Tip – every 25 minutes, get up and stretch. Take a breath of fresh air and remember to keep well hydrated.

QUIT SMOKING

Smoking is bad for your health, but what are the side effects and how do you stop? Further information can be found [here](#).

ALCOHOL

Many of us drink more alcohol than advised. But what is the advised alcohol unit intake, what are the risks and how do you access support? Click [here](#) for more information.

DRUGS

Drugs can be a taboo subject and difficult to talk about. If you need information or guidance on drug use, or if you're concerned about yourself, a friend or a loved one, you can find out more information from Frank below.

[Honest information about drugs | FRANK](#)

EAT WELL

Healthy eating is one of the best ways we can look after ourselves and our families, and a balanced diet boosts energy levels and mental health. Guidance on your diet, recipes and digestive health can be found [here](#). There are lots of great recipe websites to help you plan meals and get creative in the kitchen. Check out [All Recipes UK](#) or [BBC Food](#).

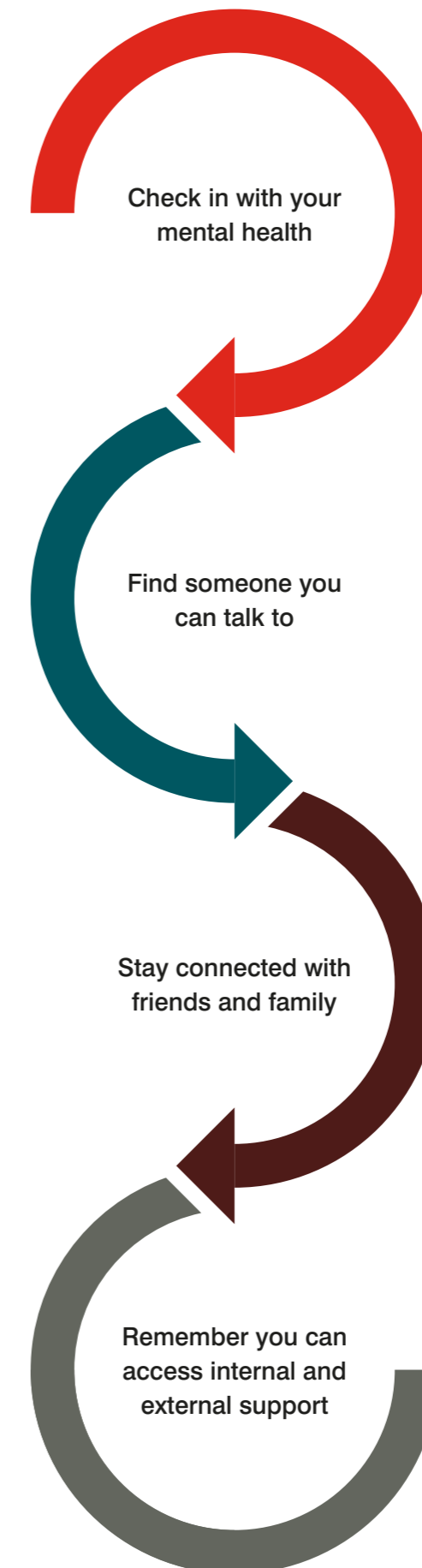
SEXUAL HEALTH

Key facts, guidance and support for genital health and STDs can be found [here](#).

SLEEPING WELL

Do you often feel fatigued? Do you struggle to sleep well? Advice and guidance can be found [here](#).

- Top tips to get to sleep and sleep better can be found [here](#).
- Expert articles and guides can be found [here](#).



EFFECTS OF COVID 19

Many of us have struggled, and continue to struggle, in maintaining our mental health and wellbeing during the ongoing pandemic, especially as a result of changes in our daily routine and working arrangements. NCG is committed to building a safe environment to discuss and support psychological wellbeing.

Whether you are experiencing anxiety, low mood and depression, have financial concerns or are struggling to deal with the loss of a loved one, please find some useful guidance and links below:

GENERAL ADVICE

[Coronavirus – looking after your mental wellbeing | Mind, the mental health charity – help for mental health problems](#)

COPING WITH BEREAVEMENT

<https://www.cruse.org.uk/Grieving> | [Education Support](#)

MENTAL HEALTH

<https://www.samaritans.org/>
<https://www.nhs.uk/mental-health/>
<https://www.thecalmzone.net/help/get-help/> (mens mental health)
[Coronavirus and mental health tips | Mental Health Foundation](#)
[Anxious | Education Support](#)

RELATIONSHIP SUPPORT

[https://www.relate.org.uk/Getting help for domestic violence](https://www.relate.org.uk/Getting%20help%20for%20domestic%20violence)
 Domestic abuse: how to get help – [GOV.UK \(www.gov.uk\)](#) and abuse – [NHS \(www.nhs.uk\)](#)

LONELINESS

[Coping with loneliness during COVID-19 – Every Mind Matters – NHS \(www.nhs.uk\)](#)
[Get help with loneliness | British Red Cross Isolated | Education Support](#)

LONG COVID

[Long-term effects of coronavirus \(long COVID\) – NHS \(www.nhs.uk\)](#)

FINANCIAL SUPPORT

An estimated 31% of UK adults have been affected this year by a decrease in income, with another 9,000,000 of us in serious debt. Below are a number of links that may be able to provide you with further support in your finances:

[MoneyHelper](#)
[Financial information | Education Support](#)

Moneywise Credit Union allows colleagues to save money through direct salary deduction, and provides access to affordable borrowing. Further information can be found [here](#).



Don't forget that you can always find out what support is available to you through the People Portal and you can always talk to your line manager if you're struggling, who can help point you in the direction of further information and support.

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www.ncgrp.co.uk

VISIT OUR WEBSITES

www.carlisle.ac.uk
www.kidderminster.ac.uk
www.lewisham.ac.uk
www.newcastlecollege.co.uk
www.newcastlesixthformcollege.ac.uk
www.southwark.ac.uk
www.westlincs.ac.uk