

Notes from The Breakfast Club Breakout Rooms on June 8th

These notes were collated from several breakout groups who had separate conversations about mental health and leadership, in the workplace.

- People are interested in learning how to support colleagues to avoid burnout as people work extra hard in our sector because of their passion for their work.
- Finding space and time to take care of our mental health is the issue as we are all very busy and taking on extra work.
- As a leader, the challenge is to find the balance between supporting your team and your own mental health.
- It can be difficult for a manager to model self-care for others when they are struggling themselves.
- There are a number of issues that have an impact on workers' mental health and wellbeing in the sector. Some of them are resourcing, part-time roles, low pay, pay gaps, and staff retention.
- Organisations are dealing with a lot more burnout now – if this is handled poorly by the leadership, then staff sometimes leave the sector.
- There are real benefits to flexible working arrangements, but sometimes a barrier can be the lower pay associated with some flexible arrangements.
- We need to send the message out that it is ok not to be ok.

- It can be helpful to simply approach someone who you think might be struggling and ask them to have a cup of tea and chat.
- It is harder to spot people who are struggling when we are working online. It is also more difficult to develop a connection with people. It is so important to have chats, not about work from time to time with colleagues.