



Welcome to our latest newsletter. Healthy Working Lives aims to improve health and wellbeing in your workplace by providing free support, advice and training to workplaces across the Scottish Borders. Whether you are self-employed, own a Small or Medium Sized business or just starting out, we hope you find our local newsletter useful in supporting your workplace wellbeing programme, and as always, we welcome any feedback and comments you may have.

Contact us on: 01896 825982 or **by email:** hwl-enquiry@borders.scot.nhs.uk

UNSUBSCRIBE: If you no longer wish to receive this newsletter, please reply to the email you received with the subject line - Unsubscribe.

If you, or anyone working in your organisation has a health condition that is impacting their ability to work, Working Health Services Scotland (WHSS) could help.

WHSS provides free and confidential advice and health support for the self-employed and people working in companies with less than 250 employees.

No diagnosis is required to access the service which will provide individuals with tailored support to manage their health condition and return to or continue to attend work.

With the support of WHSS, small to medium businesses can maintain a stable, healthy workforce.

Find out about eligibility and accessing the service by visiting:
www.healthyworkinglives.scot/whss



Is ill health affecting your workplace?

- ✓ Support health, prevent absence
- ✓ Access free NHS support
- ✓ Free guidance for workplaces
- ✓ Free rapid support for employees



In March, local business Lochcarron, invited me along to their site in Selkirk to provide employees and managers with advice regarding Supporting Menopause in the Workplace. The event was well attended by two groups of staff. Feedback from participants suggested that everyone benefited from knowing more about the menopause itself and how it can impact on your health at work as well as at home. Many participants felt more comfortable raising the issue with their line manager if it was impacting on their work and being able to discuss adjustments if required. One suggestion was to create a "men only" presentation, so men learnt about the menopause in a setting more comfortable to them – so watch this space!!! If your business would benefit from learning more about supporting menopause in the workplace, please contact me to discuss further.





Online Menopause Cafe

HEALTHY WORKING LIVES INVITE YOU TO JOIN US FOR OUR ONLINE MENOPAUSE CAFE. OPEN TO ALL; NO TALKS, NO EXPERTS. TOPICS CHOSEN BY YOU.


LET'S WORK TOGETHER TO BREAK DOWN THE STIGMA AROUND MENOPAUSE AND HOW WE CAN SUPPORT IT IN THE WORKPLACE.

THURSDAY 24 APRIL 2025 – 12PM TO 1PM

BOOK YOUR SPACE ON

[EVENT BRITE](#)

OR SCAN HERE



[Event Brite Booking Link](#)

Menopause at Work

1 in 10 leave their jobs due to menopause.

Symptoms like hot flushes, brain fog, anxiety, and fatigue can affect performance and confidence.

Many feel unable to talk about it at work or ask for support. Supportive workplaces help people stay, thrive, and succeed.

Hormonal changes affect everyone. With the right awareness and support, SME employers can create workplaces where everyone can be at their best, every day.

<https://menopauseintheworkplace.co.uk/>

April is World Autism Acceptance Month. The National Autistic Society (NAS) is this year focusing on Acceptance at Work – because inclusive workplaces aren't just better for autistic individuals; they're better for everyone.

It's about more than raising awareness; it's about how you show up to support your autistic colleagues. By fostering understanding and creating a culture of acceptance, you can help ensure that autistic individuals feel valued, included, and empowered to succeed.

By raising acceptance and understanding of autism in the workplace, we can break down barriers, celebrate diversity, and help ensure that autistic individuals have equal opportunities to thrive. Together, we can build workplaces where everyone feels valued and supported.

The National Autistic Society is hosting a free, at work webinar on Tuesday 15 April.

Unlocking Potential: an Introduction to Autism in the Workplace. Click on the link to sign up:

[Employment webinar sign up form](#)

Why is there a need to support autistic people in the workplace?

- Only 30% (30.2%) of autistic people are in employment.
- 53.0% of disabled people are in employment (DWP, 2024).
- Autistic adults should be offered individualised support if they are having difficulty maintaining employment (NICE, 2012).
- 50% of autistic people said that support, understanding or acceptance would be the single biggest thing that would help them into employment.**
- 64% of employers said they do not know where to go for support or advice about employing autistic people.**
- 68% of employers worry about getting support for autistic employees wrong.**

**Autism Employment gap report National Autistic Society 2016;*

***YouGov poll of 601 senior decision makers in private sector March 201*

Visit the National Autistic Society website for a range of free resources to help you champion autism acceptance at work: [Resources for Autism Acceptance at Work](#)

The Procrastination Station is a local resource run by ADHD adults for ADHD adults.



We Accept Access to Work Funding

As a Community Interest Company, we're committed to keeping our services affordable for everyone. **Our costs are kept as low as possible** for self-funding individuals. If you're using **Access to Work funding**, we'll match the award you've been given to make sure you **get the support you need**.

Six-Week Courses – Build Your ADHD Toolkit

Our structured six-week courses are ideal for anyone looking to better understand and support their ADHD - ***no diagnosis needed***. These sessions are filled with **practical strategies** to help you:

- **Understand Your ADHD:** Gain insights into how ADHD impacts your **emotions, behaviour, and daily life**.
- **Create Personalised Systems:** Build tools that work with **your unique brain**.
- **Manage Overwhelm:** Find techniques to reduce stress and **create calm**.
- **Boost Self-Esteem:** Reframe negative self-talk and **embrace your strengths**.
- **Connect with Others:** Share experiences in a **supportive, understanding environment**.

Upcoming Courses: [Online: Mondays, 7-8.30pm, 14th April - 19th May](#)

Visit The Procrastination Station website for more information
<https://procrastination-station.co.uk/>

April is Bowel Cancer Awareness Month, a fantastic annual opportunity to raise awareness of bowel cancer, the fourth most common cancer in the UK.

The earlier bowel cancer is spotted, the more treatable it's likely to be. In fact, more than 9 in 10 people survive bowel cancer when it is diagnosed at the earliest stage.

Why not get involved this April and help spread the word:

- Attend an online awareness talk given by a volunteer with real life experience of bowel cancer
- Follow Bowel Cancer UK on Twitter, Instagram, Facebook and LinkedIn then tag, share and encourage others to get involved
- Browse the stories of those affected by bowel cancer or share your own story on the Bowel Cancer UK story wall







For more information about bowel cancer and details of how to get involved during Bowel Cancer Awareness Month, visit bowelcanceruk.org.uk/bowel-cancer-awareness-month

9 in 10
people survive bowel
cancer if diagnosed at
the earliest stage



Know the symptoms of bowel cancer



-  Bleeding from your bottom
-  Blood in your poo
-  A change in how often you poo, or regularly having diarrhoea or constipation
-  Losing weight but you're not sure why
-  Feeling very tired all the time but you're not sure why
-  A pain or lump in your tummy

If you have any of these symptoms, it's important to ask your GP for an at-home test as soon as you can.

April is Stress Awareness Month

5 simple steps with the Health & Safety Executive - [Work-related stress](#)

Complete the 5 steps of **HSE's Working Minds campaign** over the course of April to help to prevent stress and support good mental health of your workers:

- reach out and have conversations
- recognise the signs and causes of stress
- respond to any risks identified by agreeing action points
- reflect on the actions taken – have things improved?
- make it routine to check back in on how things are going



Take your business to the next level

Preventing work-related stress, depression and anxiety is a legal duty, it's good for business and it's the right thing to do.

By being proactive, you can improve productivity, reduce sickness absence and help retain valued workers.

Register for full online learning for step-by-step advice, tools and templates.

Work-related stress and the law

No matter whether you're a small business or a large corporation, the law requires all employers to prevent work-related stress to support good mental health in the workplace.

The need for employers to protect workers from work-related stress, depression and anxiety falls under the provision in sections 2 and 3 of the Health and Safety at Work Act 1974.

Find out more about **work-related stress and the law**.

Visit [Stress Awareness Month 2025 - The Stress Management Society](#) for more information.



Mental Health Awareness Week

This year, Mental Health Awareness Week will take place from 12-18 May.

The theme for 2025 is Community, with the aim of celebrating the power and importance of community.

Being part of a safe, positive community is vital for our mental health and wellbeing. We thrive when we have strong connections with other people and supportive communities that remind us, we are not alone. Communities can provide a sense of belonging, safety, support in hard times, and give us a sense purpose.

[Click here to read more about this year's awareness campaign.](#)

Mentally Healthy Workplace Training for Managers

Session content:

- Benefits of a mentally healthy workplace
 - Mental health in the workplace
- Manager's role in creating a mentally healthy workplace
- Improving confidence in dealing with mental health in the workplace
- The Management Standards (Health & Safety Executive)

All sessions are free to attend, in person and online. Please register using the links below:

15/05/25 at Borders College Hawick.
0900 to 1300 hours

[Hawick Registration Link](#)



29/05/25 at Scottish Borders Council HQ, Newtown St Boswells. 0900 to 1300 hours.

[Newtown St Boswells Registration Link](#)

23/10/25 at NHS Borders, Newstead. 0900 to 1300 hours.

[Newstead Registration Link](#)

06/11/25 Online Training via Microsoft Teams. 0900 to 1300 hours.

[Online Training Registration Link](#)



If you have any queries about the training,
please email: katie.finlay2@nhs.scot or
phone 01896 825982

