



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:** hwf-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

Mentally Healthy Workplace Training for Managers

It has been a busy few months for Healthy Working Lives in the Scottish Borders!

We are pleased to say that we are now rolling out our Mentally Healthy Workplace Training for Managers and have lots of people booked in for 2025 already.

If you or any of your colleagues would like to attend, please see below for further details.

We have received very positive feedback so far and aim to help you create and develop a mentally healthy workplace for everyone.

- ***100% of participants reported feeling more confident about the topic of mental health after attending the course***

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 these links:



LAST AVAILABLE 2025 DATE

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

[Online Training Registration Link](#)

Introducing the Mentally Flourishing Workplaces Framework

The Mentally Flourishing Workplaces (MFW) Framework is designed to help organisations in Scotland adopt best practices that support employee mental health and wellbeing. It provides a structured approach for organisations of all sizes and sectors, including public, private and charitable organisations, and self-employed individuals.

Key features

- Free to use, inclusive and flexible: Applicable to any organisation, regardless of size or industry.
- Best practice guidance: Offers practical, evidence informed steps to create a mentally flourishing workplace.
- Compassionate and empathetic approach: Encourages supportive leadership and workplace culture.
- Developed with employers: Tested and refined with partner organisations and businesses.

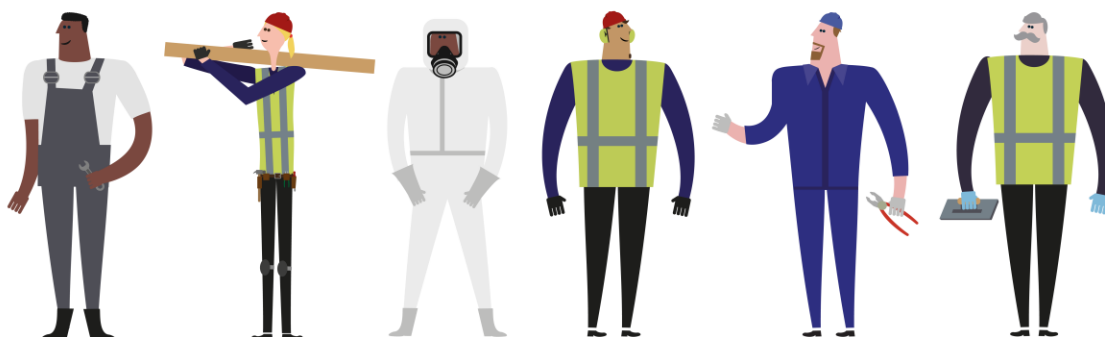
This Framework serves as a starting point for organisations looking to build a mentally flourishing workplace and is supported by an Implementation Guide to assist with practical application.

Benefits for organisations

- Improves employee wellbeing and job satisfaction.
- Helps create a supportive and thriving workplace culture.
- Provides clear actions for employers to enhance mental health strategies.
- Strengthens business reputation and staff retention

To access the document online, please visit: [Mentally Flourishing Workplaces Framework](#)

SUPPORT FOR CONSTRUCTION TRADES



WORKING MINDS
MAKE IT ROUTINE
REACH OUT → RECOGNISE → RESPOND → REFLECT

Lighthouse
The Construction Industry Charity
CLUB



Healthy Working Lives is supporting the Working Minds campaign to support small businesses to recognise and respond to the signs of work-related stress. Led by The Health and Safety Executive, the campaign is focused on providing tools and resources to help businesses prevent work-related stress.

Working Minds – Work Right to keep Britain safe

togetherall

Struggling to see the bright side?

You're not alone.
Access FREE, anonymous online
peer support available
24/7, 365 at togetherall.com.

togetherall

Common symptoms of depression:

- Irritability
- Loss of interest in work, family, or once-pleasurable activities
- Sleeping too much or too little
- Physical aches or pains
- Overeating or not wanting to eat at all
- Feeling down or hopeless

Support →

Working in hot temperatures



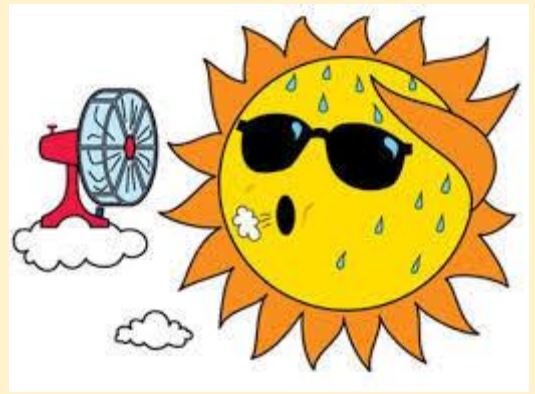
With temperatures increasing across much of the country, employers must ensure workers are protected during hot weather.

There's no law for maximum working temperature, or when it's too hot to work, because every workplace is different.

HSE's website has a [practical step guide on temperature in the workplace](#).

This includes guidance on:

- what the law says
- managing workplace temperature
- preventing heat stress
- protecting those working outdoors



We also provide a [workplace temperature checklist](#) to help you carry out a basic risk assessment.

No meaningful upper limit can be imposed because in many indoor workplaces high temperatures are not seasonal but created by work activity, for example in bakeries or foundries.

However, employers must stick to [health and safety at work law](#), including:

- keeping the temperature at a comfortable level
- providing clean and fresh air

How you manage the effects of temperature depends on:

- whether the workplace is indoors or outdoors
- the normal operating temperature of that environment

Indoor workplaces

You should provide:

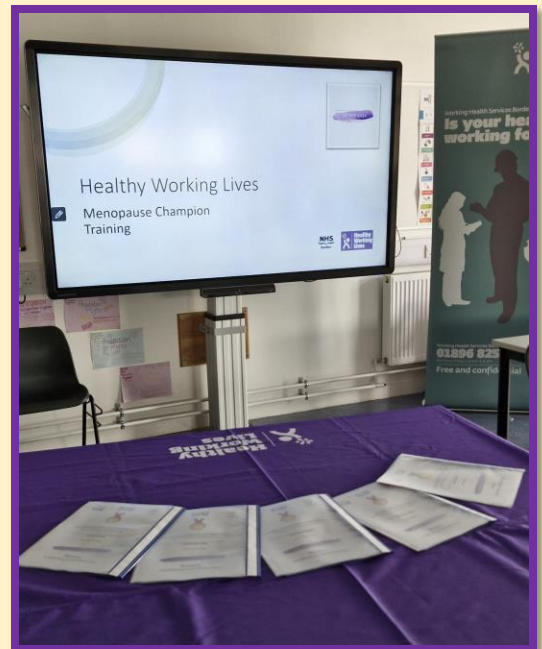
- a reasonable working temperature in workrooms – usually at least 16°C, or 13°C for strenuous work

Healthy Working Lives Scottish Borders Menopause Awareness and Support

In June, Healthy Working Lives visited Borders College, Galashiels Campus, to deliver Menopause Champion training.

As a result, the college now has five trained champions ready to support staff and students by facilitating conversations and providing assistance on all aspects of menopause.

Healthy Working Lives also offers resources and guidance on supporting menopause in the workplace. For more information, please email hwle-enquiry@borders.scot.nhs.uk or call 01896 825982.





Could your family benefit from extra support?

The Wise Group is here for you.

Our Relational Mentoring approach provides free, 1-2-1 support to help families and households with children make positive steps toward a brighter future. And it won't affect your benefits.

We offer tailored support to help with:

- household finance and benefits
- mental & physical health
- work & social skills
- home energy advice
- digital skills

Don't know where to start? Talk to us. Contact our team using the details below or scan the QR code.





Delivered by the Wise Group on behalf of The Scottish Government

0141 303 3131 (option 8)

relationalmentoringScotland@thewisegroup.co.uk

Mentoring to lift people out of poverty



One Parent Families Scotland provides single parent tailored information, support and advice, and campaigns with single parents to make their voices heard to encourage positive policies for single parent families.

Support and advice for single parents

Our single parent topics and search offers face to face family support services, a wealth of advice and information on various topics, as well as a new mental health and wellbeing service.

[Changing lives, challenging poverty - One Parent Families Scotland](#)



One Parent Families Scotland
changing lives, challenging poverty

Summer Health

[How to stay safe in hot weather | NHS inform](#)

How to stay safe in hot weather

Although many people enjoy it, hot weather can cause some people to become unwell.

Many of the health risks caused by hot weather are preventable. By taking a few simple steps, you can help keep yourself and others safe and healthy.

Who's at risk in hot weather?

Anyone can become unwell when the weather is hot. However, some people are more at risk of becoming very unwell. This includes:

- people aged 65 or over
- children aged 5 and under
- babies

These groups are less able to regulate their body temperature. This makes them more vulnerable in hot weather.

You're also more at risk of becoming unwell in hot weather if you:

- have an underlying health condition – like [heart problems](#), [diabetes](#), [dementia](#), [kidney disease](#), [Parkinson's disease](#) or lung problems
- are pregnant
- have a serious [mental health](#) condition
- are ill and [dehydrated](#), for example due to [diarrhoea](#) and [vomiting](#)
- take [alcohol](#) or [drugs](#)
- are active and spend a lot of time outside – for example, runners, cyclists and walkers
- work in a manual job outdoors
- are homeless
- live alone and are unable to care for yourself
- have mobility problems



Stay hydrated

- To help stay hydrated, you should:
- drink fluids throughout the day, especially if you're active – water or diluted juice are good choices
- [use the urine colour chart to check for signs of dehydration](#) – your pee should be a pale straw colour
- take a refillable water bottle if you're going out
- take extra water for journeys by car or public transport
- It's also important to limit the amount of alcohol you have. Alcohol is a diuretic meaning it can cause dehydration. If you do drink alcohol, alternate it with water or a soft drink.
- [Find out more about the signs and symptoms of dehydration](#)