**Fluid Motion Theatre – Wellbeing Policy**

**Looking after your mental wellbeing**

Updated: May 2021

Next Review Date: July 2022

Fluid Motion are aware that people’s mental health can vary and there may be times that we will not always feel mentally resilient. As a company we are passionate about ensuring people’s mental wellbeing is supported as empathetically and confidentiality as possible. Whilst the work that we undertake as a company can be enormously rewarding, we recognise that people may find there are moments in their life when their mental wellbeing is negatively affected.

**What do we mean by mental wellbeing?**

The charity Mind states: "Mental health is not just the absence of mental disorder. It is defined as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community." (2020). Mind suggest that mental health can be a continuum with good and bad days. Fluid Motion recognises that staff, volunteers and board members may experience different levels of good mental health in differing measures and may not have a formal mental health diagnosis. We recognise that people have varying stress levels and at times individuals may need more support.

**Mental wellbeing warning signs**

If you recognise any of the below signs in yourself then you may want to reach out for support (further information below). Alternatively, if you notice these signs in friends or family, it may be a good idea to ask them how they are doing.

* Being more withdrawn than usual
* Avoiding social interactions or events
* Crying a lot
* Not taking care of oneself e.g. personal hygiene, showering etc.
* Being lethargic or preoccupied
* A change in the way we speak: rapidly, incoherently or slowly
* Thoughts like “I can’t go on like this”
* Changes in eating habits (eating more or less than usual)
* Difficulty sleeping or sleeping more than usual
* Thoughts of wanting to harm oneself

If any member of staff, board member or volunteer is experiencing any of these feelings you should consider seeking support from one of the organisations listed below. In addition, you may find it helpful to speak to inform your line manager of your feelings as we may be able to evaluate your work schedule to accommodate any factors that are having a negative impact on your mental health.

**Mental Wellbeing support**

*IF YOUR LIFE IS AT RISK RIGHT NOW*

If you feel like you might attempt suicide, or you may have seriously harmed yourself, you need urgent medical help. Please:

* call 999 for an ambulance
* go straight to A&E (if it’s safe to do so)
* or call your local crisis team, if you have their number.

Mental health emergencies are serious. You are not wasting anyone’s time.

If you are in crisis and need to talk right now, there are many helplines staffed by trained people ready to listen. They will not judge you and could help you make sense of what you’re feeling.

* **NHS 111.** NHS urgent mental health helpline for people of all ages. You can call for: 24-hour advice and support, for you, your child, your parent or someone you care for and help to speak to a mental health professional.
* **Samaritans**. To talk about anything that is upsetting you, you can contact [Samaritans](http://www.samaritans.org/) 24 hours a day, 365 days a year. You can call 116 123 (free from any phone), email jo@samaritans.org or [visit some branches in person](https://www.samaritans.org/branches). You can also call the Welsh Language Line on 0300 123 3011 (7pm–11pm every day).
* **SANEline**. If you’re experiencing a mental health problem or supporting someone else, you can call [SANEline](http://www.sane.org.uk/what_we_do/support/helpline) on 0300 304 7000 (4.30pm–10.30pm every day).
* **The Mix.**If you’re under 25, you can call The Mix on 0808 808 4994 (Sunday-Friday 2pm–11pm), request support by email [using this form on The Mix website](https://www.themix.org.uk/get-support/speak-to-our-team/email-us) or [use their crisis text messenger service](https://www.themix.org.uk/get-support/speak-to-our-team/crisis-messenger).
* **Papyrus HOPELINEUK.**If you’re under 35 and struggling with suicidal feelings, or concerned about a young person who might be struggling, you can call [Papyrus HOPELINEUK](https://www.papyrus-uk.org/) on 0800 068 4141 (weekdays 10am-10pm, weekends 2pm-10pm and bank holidays 2pm–10pm), email pat@papyrus-uk.org or text 07786 209 697.
* **Campaign Against Living Miserably (CALM)**. If you identify as male, you can call the [Campaign Against Living Miserably (CALM)](https://www.thecalmzone.net/) on 0800 58 58 58 (5pm–midnight every day) or use their [webchat service](https://www.thecalmzone.net/help/webchat/).
* **Nightline.**If you’re a student, you can look on the [Nightline website](http://nightline.ac.uk/want-to-talk/) to see if your university or college offers a night-time listening service. Nightline phone operators are all students too.
* **Switchboard.** If you identify as gay, lesbian, bisexual or transgender, you can call [Switchboard](https://switchboard.lgbt/) on 0300 330 0630 (10am–10pm every day), email chris@switchboard.lgbt or use their webchat service. Phone operators all identify as LGBT+.
* **C.A.L.L.**If you live in Wales, you can call [the Community Advice and Listening Line (C.A.L.L.)](http://www.callhelpline.org.uk/) on 0800 132 737 (open 24/7) or you can text ‘help’ followed by a question to 81066.
* **Helplines Partnership.** For more options, visit [the Helplines Partnership](https://helplines.org/helplines/) website for a directory of UK helplines. [Mind’s Infoline](https://www.mind.org.uk/information-support/helplines/) can also help you find services that can support you. If you’re outside the UK, the [Befrienders Worldwide](https://www.befrienders.org/) website has a tool to search by country for emotional support helplines around the world.

**NHS Talking Therapy Services**

The local NHS Talking Therapy service is called italk, this service covers Hampshire excluding central Southampton and central Portsmouth. You do not need a mental health diagnosis to refer to the service. You can self-refer by calling 02380 383 920 or visiting www.italk.org.uk.

 If you live outside of the area you can find out your local NHS Talking Therapy service by visiting: <https://www.nhs.uk/service-search/other-services/Psychological-therapies-%28IAPT%29/LocationSearch/10008>