

## **PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT**

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a description of how they have benefited the community.

MHScot Consultancy & Training CIC changed its name during the year to MHScot Workplace Wellbeing CIC to better reflect what it does and for citizens to better understand the specifics of the organisation. The company was established to make peoples working lives better by cultivating a culture of care in workplaces with the emphasis on the belief that a healthy mind is the most important factor in any work environment. We do this with two key approaches in mind; Stress Prevention and early Mental Health intervention. Our learning programme is being developed using a 'pick and mix' approach where organisations can pick the most appropriate modules that will tackle the types of difficulties that employees have. We also focus on stress awareness, stress audits, guidance, advice and support.

During 2015-2016 financial year workplaces and communities have benefited in the following ways.

- We delivered a total of 7 days Learning & Development support to the University of Edinburgh involving 35 HR staff and 25 Student Support Officers and Tutors. We increased their knowledge of mental health issues, self-care and stress management, how to support students in distress while keeping themselves safe and working in challenging environments.
- 1 Mental Health Awareness workshop has been delivered to a voluntary sector organisation who work with people experiencing mental/physical health issues and learning support needs. 11 of their volunteers increased their knowledge and awareness of mental health issues in and how this can help them in their volunteering capacity.
- 1 Listening Skills workshop has been delivered to a voluntary sector organisation who support parents with young children at home. 8 of their volunteers increased their awareness around the importance of listening and identifying problems and difficulties with the families that they support.
- 1 small workshop with the focus on post-natal depression was delivered to 4 volunteers to increase their knowledge and awareness while also looking after themselves.
- 2 Mental Health First Aid two-day training courses have been delivered to recognise in others the symptoms of stress and poor mental wellbeing. This has enabled participants to feel confident and knowledgeable about being the first point of contact in a mental health crisis. It's also helped improve people's knowledge of different mental health conditions, stigma and recovery. 75% of attendees were from the voluntary sector with the rest a mix of public, private and individuals.
- 1 'Mental Health at Work' open course was delivered to voluntary sector staff who wanted to address stress in the workplace and how to support colleagues and each other with the increasing demands placed upon them.
- We attended a Scottish Construction Safety Group Workshop arranged by a representative from Balfour Beatty speaking to an audience of 25 about the importance of mental health in the workplace.
- We attended an event organised by See Me on 'Rights for Life' and spoke to a group of approx. 20 about mental health and rights in the workplace.

*(If applicable, please just state "A social audit report covering these points is attached").*

*(Please continue on separate continuation sheet if necessary.)*

**PART 2 – CONSULTATION WITH STAKEHOLDERS** – Please indicate who the company's stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? If there has been no consultation, this should be made clear.

The stakeholders for MHScot Workplace Wellbeing CIC include those engaged with health and wellbeing services in the workplace, HR managers, budget decision makers and those affected by mental health difficulties in the workplace, including stress and physical conditions. We work in all sectors, including Third, Public and Private to influence changes in practice, procedures and processes.

We have an on-going survey that's promoted via social media, our newsletter and blog to gauge what the top 3 issues are in the workplace in relation to poor mental wellbeing. We are using this to fine tune our services and understand our approach and who it might work best with.

*(If applicable, please just state "A social audit report covering these points is attached").*

**PART 3 – DIRECTORS' REMUNERATION** – if you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, "There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director's loss of office, which require to be disclosed" (See example with full notes). If no remuneration was received, you must state that "no remuneration was received" below.

The aggregate number of emoluments paid to or receivable by directors in respect of qualifying services was £10,506.

There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director's loss of office, which require to be disclosed

**PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION** – Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that "no transfer of assets other than for full consideration has been made" below.

No transfer of assets other than for full consideration has been made.

*(Please continue on separate continuation sheet if necessary.)*