



# MENTAL HEALTH OF YOUNG WORKERS

This booklet has been produced by the Training Safe ULF project to support young workers with mental health issues in the workplace and has practical advice for trade union reps and employers to support a healthier and safer workplace

Janet Newsham



October 2019



# Mental Health of Young Workers

## Introduction

Greater Manchester Hazards Centre (GMHC) has been working on a year-long project aimed at improving and supporting the health and safety of young workers and those on apprenticeships, training schemes and work experience. At the beginning of the project we asked young workers what their main health and safety issues were and mental health was one of their main concerns. Over recent years GMHC has produced a number of documents aimed at workplace trade union reps about mental ill health and stress at work and this document on young workers' mental health complements this work.

The Young Minds website includes the following statistics about the issue of mental health for young people:

- 1 in 8 children have a diagnosable mental health disorder - that's roughly 3 children in every classroom
- 1 in 6 young people aged 16-24 has symptoms of a common mental disorder such as depression or an anxiety disorder
- Half of all mental health problems manifest by the age of 14, with 75% by age 24
- In 2017, suicide was the most common cause of death for both boys (16.2% of all deaths) and girls (13.3%) aged between 5 and 19
- Nearly half of 17-19 year olds with a diagnosable mental health disorder have self-harmed or attempted suicide at some point, rising to 52.7% for young women

### **It has a big impact in adulthood...**

- 1 in 3 adult mental health conditions relate directly to adverse childhood experiences
- Adults who experienced four or more adversities in their childhood are four times more likely to have low levels of mental wellbeing and life satisfaction

### **Young people need more support...**

- Fewer than 1 in 3 children and young people with a diagnosable mental health condition get access to NHS care and treatment
- The average median waiting time for children in 2017/18 was 5 weeks to receive an initial assessment and 9 weeks to receive treatment
- In a YoungMinds survey, three-quarters (76%) of parents said that their child's mental health had deteriorated while waiting for support from Child and Adolescent Mental Health Services (CAMHS)
- In total, less than 1% of the total NHS budget is spent on children and young people's mental health services

- The number of A&E attendances by young people aged 18 or under with a recorded diagnosis of a psychiatric condition has almost tripled since 2010

<https://youngminds.org.uk/about-us/media-centre/mental-health-stats/>

***"Mental Health is not just the absence of mental disorder. It is defined as a state of well-being in which every individual realises 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." World Health Organisation***

Our mental health is just as important as our physical health. If we are unwell mentally then this can impact on all aspects of our life. It can affect our training, learning, work and socialising with our friends and family. There are many causes of mental ill health including worries about finances and money, physical ill health or injury, bereavement, relationship concerns and many other experiences. In the workplace, workload, lack of security and low pay, bullying, sexual harassment, lack of training, intensification of work leading to occupational stress can all impact on your mental health. And external factors can also impact on occupational stress such as retail workers experiencing a lack of sales, or weather extremes leading to inability to travel to work or customers unable to visit your store.

In the workplace employers have a legal duty to assess the risks that workers face which are both mental and physical. They should be carrying out Stress risk assessments using the HSE Management Stress Standards. The workplace should not make people mentally ill and should not make anyone worse if they are experiencing a mental illness. Employers also have a 'practical' duty under the Equality Act 2010 to provide reasonable adjustments where a worker has a mental disability.

## **How prevalent is mental ill health?**

According to the Hazards Campaign 'The Whole Story', 4,600,000 people in work have a common mental health problem of which 50% is estimated as work related - that's 2,300,000 people. <http://www.hazardscampaign.org.uk/wp-content/uploads/2019/04/thewholestory.pdf> This figure is significantly higher than from most other sources and yet it could be argued to be a conservative estimate. The most common statistic which is talked about is 1 in 4 of us will at some time suffer from mental health problems and 1 in 6 British workers are affected by conditions like anxiety, depression and stress every year which can be the result of workplace issues such as bullying, excessive workload, lack of training, lack of confidence, illness, sexual harassment and others.

On top of this is stress caused by financial hardship and precarious contracts which make workers feel vulnerable and can cause long and short term mental ill health. This often leads to time off work because of the illness and then sickness and absence policies kick in and the situation for those already ill workers spirals out of control. Workers are placed into

disciplinary procedures, they feel more vulnerable, lacking in confidence, and become desperate.

Sometimes the cost to workers is their jobs, sometimes unpaid time off, sometimes their family life suffers, their pay packet reduces, relationships break down, and addiction, homelessness or sometimes suicide can result.

There is a spectrum of diagnosed mental health conditions such as depression, anxiety, psychosis, bipolar disorder or schizophrenia. The most common mental health problems are extreme forms of 'normal' emotional experiences such as depression, anxiety or panic. The less common and often more severe symptoms interfere with a person's perception of reality and may include hallucinations, delusions or paranoia.

In the workplace occupational stress is the leading cause of sickness and absence and the most common ailment.

## Some mental health conditions/illnesses you might hear about

ADHD (Attention Deficit Hyperactivity Disorder)

Alcohol Addiction

Anxiety

Bipolar Affective Disorder

Body Dysmorphic Disorder

Borderline Personality Disorder

Depression

Eating disorders: Anorexia, Bulimia

Obsessive Compulsive Disorder

Panic Disorder & Agoraphobia

Post Natal Depression

Post Natal Psychosis

Post Traumatic Stress Disorder

Schizo-affective Disorder

Schizophrenia

Seasonal Affective Disorder

Social Phobia & Social Anxiety

There are other conditions, such as autism spectrum disorders, including Asperger's syndrome, which are not mental illnesses but affect how people relate to others and how they make sense of the world.

See the Appendix for information on some of these conditions, and also

<http://www.dorsetmentalhealthforum.org.uk/mental-health-illnesses.html> or Young Minds

<https://youngminds.org.uk/find-help/conditions/> and great resources on the Mind website at

<https://www.mind.org.uk/information-support/types-of-mental-health-problems/>

Do you know someone with any of these or have you heard of any of these conditions?

Individuals may experience symptoms of more than one. **It is important to know that with the right support and treatment, many people can effectively manage their mental health problem.**

## Reasonable Adjustments in the workplace for mental health/illness

Many trade unions have support pages and advice for dealing with work related stress and also training and information on mental health. Reasonable adjustments can be negotiated with management even if the mental health problem does not fall within the definition of a 'disability' under the Equality Act 2010. See UNISON's website for example:

*[www.unison.org.uk/content/uploads/2018/10/Proving-Disability-and-Reasonable-Adjustments-Oct2018.pdf](http://www.unison.org.uk/content/uploads/2018/10/Proving-Disability-and-Reasonable-Adjustments-Oct2018.pdf)*

- Shorter, adjusted or flexible hours
- Longer or more frequent breaks
- Full or partial home-working
- Time off for counselling; allowing personal telephone calls at work for support
- Allowing the worker to listen to soothing music, through headphones if necessary
- Natural light in workspace
- To help with concentration: reducing distractions and interruptions; private office or workspace; breaking large tasks down into small stages
- Allowing meetings to be recorded or providing written notes/minutes afterwards
- Not ignoring symptoms of stress or depression
- If the worker is off sick, not pressurising by setting deadlines for return or contact
- Staged return to work in terms of hours, days, workload
- Ensuring the worker receives welcome from colleagues and management on return; training supervisors on positive response; ensuring no isolation or bullying from colleagues
- Ensuring worker returns to a clean in-tray
- On return, reviewing physical environment; briefing worker on social and work developments; planning workload and support; discussing possible adjustments
- Dealing with any underlying cause of stress eg bullying, excess workload
- Provision of ongoing positive support

## Prevention / Support / Positive

Good employers will ensure that their employees have decent conditions of work with a safe and healthy workplace, permanent hours of work and a decent level of pay. Poor mental health in the workplace costs individuals, family members, employers, the NHS and society £bns every year. The costs to employers include the costs of sickness absence, reduced productivity, disruption of work, increased staff turnover, increased workload on colleagues. It is not as simple as costs of absence because many people with mental illness attend work but are unable to perform their jobs to a satisfactory level. This is called presenteeism and costs nearly twice as much as absenteeism.

A survey by Mind found that:

- 1 in 5 people take a day off work due to stress
- 1 in 10 people have resigned a job due to stress
- 1 in 4 have considered resigning due to stress

The Equality Act 2000 makes it clear that employers have to implement reasonable adjustments for mental as well as physical disabilities.

There are three main areas where trade unions should take direct action with employers:

1. **Strategy for preventing work related stress and mental ill health**
2. **Supporting individuals at work with mental ill health**
3. **Providing a positive mental health work environment**

### 1. **Strategy for preventing work related stress and mental ill health**

Trade Unions to negotiate a strategy that includes:

- I. All Employees, Management and Trade Union reps should be trained in Mental Health Awareness
- II. All Management and Trade Union reps should be trained in the Management Standards Approach
- III. Set up a Stress Steering Group to take the work forward - see document 'setting up a stress steering group terms of reference'
  - a. Gather data: existing information and commission more evidence if needed
  - b. Analyse results
  - c. Prioritise areas and allocate responsibilities
  - d. Decide who might be harmed and how
  - e. Use The Management Standards to evaluate the main causes of harm. The Management Standards classify the principal causes of work-related stress into 6 key areas:
    - i. Demands
    - ii. Control
    - iii. Support
    - iv. Relationships
    - v. Role
    - vi. Change

(<http://www.hse.gov.uk/stress/index.htm>)
  - f. Decide how the risks will be eliminated and controlled (actions and timescales)
  - g. Record all actions
  - h. Review periodically or when there is a change, incident or new process or building

## 2. Supporting Individuals at work with mental ill health

Trade Unions should negotiate with their employer to:

- a. Introduce a disability passport\* to record agreed individual needs and work adjustments, which moves with the individual to all areas.
- b. Individuals needing adjustments should be supported by their trade union representative in all meetings and it should be conducted by an employer's representative with required training.
- c. Attendance at mental health consultations should be agreed.
- d. Flexible working should be agreed following periods of absence and if required on a continuous basis
- e. No pressure periodic reviews should be introduced.

*\* A Disability Passport is a document which is agreed with an individual (where possible with the support of their trade union representative), where a set of reasonable adjustments is agreed to support the individual with a mental health illness while they are in work.*

*Adjustments could include the number of hours they work, the times and days they work, the jobs they do, having a buddy support from another member of staff, time off to attend medical or therapy appointments, a phased return or changing a person's work duties.*

## 3. Providing a positive mental health work environment:

Trade Unions to negotiate with their employer to:

- a. Ensure everyone trained in mental health awareness
- b. Encourage open conversations on mental health without reprisals
- c. Any acts of victimisation or inappropriate behaviour must be acted on quickly
- d. Ensure good working conditions and pay. Workplace stress is defined by the World Health Organisation as *'the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope'*, and elaborated that it can be caused *'by poor work organisation (the way we design jobs and work systems, and the way we manage them), by poor work design (e.g. lack of control over work processes), poor management, unsatisfactory working conditions and lack of support from colleagues and supervisors'*. All of these issues need addressing to reduce occupational stress.
- e. Why workers take their own lives - Hazards magazine has researched work-related suicides for two decades. Top factors implicated include:
  - i. Job insecurity
  - ii. Overwork
  - iii. Stress
  - iv. Poor management and unfairness at work

- v. Emotional labour
- vi. Trauma
- vii. Work related harm
- viii. Hazardous exposures that affect your mental health
- ix. Access to means

*(<http://www.hazards.org/suicide/suicidalwork.htm>)*

Management have a duty to control the risks that can harm workers, reps should work with management to eradicate them.

- f. Introduce flexible working to suit individual needs
- g. Ensure management are trained in effective and supportive people management
- h. Encourage all incidents of stress to be recorded in the Accident book, investigated and findings shared with employees and their representatives
- i. Further action of support should be introduced for serious incidents

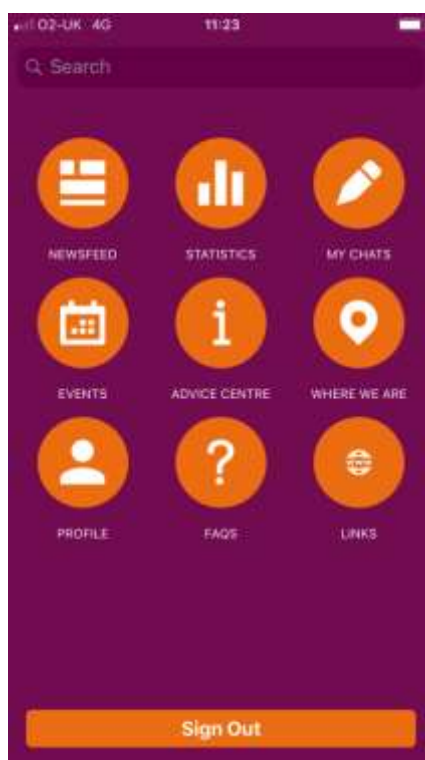
#### **Further Information:**

- **Hazards, number 141, 2018** - *[www.hazards.org/stress/mentalhealth.htm](http://www.hazards.org/stress/mentalhealth.htm)*
- **RISKS** - *<https://www.tuc.org.uk/risks>*
- **Equality and Human Rights Commission, Disability advice and guidance** - *<https://www.equalityhumanrights.com/en/disability-advice-and-guidance#individuals>*



Many people will experience stress, poor mental health or mental illness in their lives, for all the reasons mentioned earlier. Work should not be the cause or make a mental health problem worse and the aim of this booklet is to de-stigmatise the issue and to provide practical advice and support to ensure that employers fulfil their duties, and that young people at work get the help and support they need for good mental health.

*For further information please download our free TrainingSafe App from the app store or email [janet@gmhzards.org.uk](mailto:janet@gmhzards.org.uk)*



## Appendix

In addition to the reasonable adjustments outlined above, the following information may help individuals with particular mental health problems:

### Anxiety

**Anxiety** feels different for everyone. You might experience some of the things listed below:

- a churning feeling in your stomach
- feeling light-headed or dizzy
- pins and needles
- feeling restless or unable to sit still
- headaches, backache or other aches and pains
- faster breathing
- a fast, thumping or irregular heartbeat
- sweating or hot flushes
- problems sleeping
- grinding your teeth, especially at night
- nausea (feeling sick)
- needing the toilet more or less often
- changes in your sex drive
- having panic attacks.

Anxiety symptoms can last for a long time, or come and go. You might find you have difficulty with day-to-day aspects of your life, including:

- looking after yourself
- holding down a job
- forming or maintaining relationships
- trying new things
- simply enjoying your leisure time.

There are various treatments that have been found to help with anxiety, including:

- Cognitive behavioural therapy (CBT) - this focuses on how your thoughts, beliefs and attitudes affect your feelings and behaviour, and teaches you coping skills for dealing with different problems.
- Applied relaxation therapy - this involves learning how to relax your muscles in situations where you normally experience anxiety.
- Medication

## Eating disorders

An eating disorder is a medical diagnosis based on eating patterns and medical tests on weight, blood and body mass index (BMI). Common eating disorders include:

- Bulimia nervosa
- Anorexia nervosa
- Binge eating disorder

An eating disorder is diagnosed when an individual has a difficult relationship with food which impacts on their mental health and it's possible to experience more than one eating disorder, or to experience some symptoms from each disorder. It can be linked to a difficult life experience for example a stressful event or trauma. Eating disorders affect men as well as women.

## Panic attacks

**Panic attacks** are a type of fear response. They're an exaggeration of your body's normal response to danger, stress or excitement

Symptoms can include:

- a pounding heartbeat or chest pains
- sweating and nausea (feeling sick)
- feeling faint and unable to breathe
- shaky limbs, or feeling like your legs are turning to jelly
- feeling as if you aren't connected to your body

According to Mind most panic attacks last between 5-20 minutes. Panic attacks can be frightening, but there are things you can do to help yourself cope.

During a panic attack:

- Focus on your breathing. It can help to concentrate on breathing slowly in and out while counting to five.
- Stamp on the spot. Some people find this helps control their breathing.
- Focus on your senses. For example, taste mint-flavoured sweets or gum, or touch or cuddle something soft. This is a grounding technique. Grounding techniques can help you feel more in control. They're especially useful if you experience dissociation during panic attacks. For more information on grounding and other useful resources, see the First Person Plural (dissociative identity disorders association) website: <https://www.firstpersonplural.org.uk/wp-content/uploads/2015/10/Tips-for-grounding.pdf>

## After a panic attack:

- Think about how you can look after yourself. You might need to rest somewhere quietly, or eat or drink something.
- Tell someone you trust. If you feel able to, it could help to let someone know you've had a panic attack. It could be particularly helpful to mention how they might notice if you're having another one, and how you'd like them to help you.

## Self-harm

Self-harm is when a person hurts themselves as a way of dealing with very difficult feelings, painful memories or overwhelming situations and experiences. According to Mind some people have described self-harm as a way to:

- express something that is hard to put into words
- turn invisible thoughts or feelings into something visible
- change emotional pain into physical pain
- reduce overwhelming emotional feelings or thoughts
- have a sense of being in control
- escape traumatic memories
- have something in life that they can rely on
- punish yourself for your feelings and experiences
- stop feeling numb, disconnected or dissociated
- create a reason to physically care for themselves
- express suicidal feelings and thoughts without taking their own life

Self-harming sometimes provides short-term sense of release, but the cause of the distress is unlikely to have gone away. Once a person has started to depend on self-harm, it can take a long time to stop.

## Stress

Stress is our reaction to being placed under excessive pressure - the feelings we get when we have demands placed on us that we find difficult to cope with.

It's overwhelming. Although there's no medical definition of stress, it is recognised that if stress is caused or made worse by something or someone in the workplace then your employer has a responsibility to assess the risks of stress using the HSE Management Stress Standards and put in place changes to control and eliminate them.

If stress is being caused by other external pressures then managing these external pressures can help. If you know that new situations, meeting new people, being in new place

etc. will cause increased anxiety, leading to stress – you can try to deal with this better by being prepared, having a planned response or talking through what you can expect to happen.

Stress can cause mental health problems, and make existing problems worse. For example, if you often struggle to manage feelings of stress, you might develop a mental health problem like anxiety or depression.

Mental health problems can cause stress. You might find coping with the day-to-day symptoms of your mental health problem, as well as potentially needing to manage medication, health care appointments or treatments, can become extra sources of stress.

This can start to feel like a vicious circle, and it might be hard to see where stress ends and your mental health problem begins.

### **How you might feel**

- irritable, aggressive, impatient or wound up
- over-burdened
- anxious, nervous or afraid
- like your thoughts are racing and you can't switch off
- unable to enjoy yourself
- depressed
- uninterested in life
- like you've lost your sense of humour
- a sense of dread
- worried about your health
- neglected or lonely.
- Some people who experience severe stress can sometimes have suicidal feelings.

### **How you might behave**

- finding it hard to make decisions
- constantly worrying
- avoiding situations that are troubling you
- snapping at people
- biting your nails
- picking at your skin
- unable to concentrate
- eating too much or too little
- smoking or drinking alcohol more than usual
- restless, like you can't sit still
- being tearful or crying.

## How you might be physically affected

- shallow breathing or hyperventilating
- you might have a panic attack
- muscle tension
- blurred eyesight or sore eyes
- problems getting to sleep, staying asleep or having nightmares
- sexual problems, such as losing interest in sex or being unable to enjoy sex
- tired all the time
- grinding your teeth or clenching your jaw
- headaches
- chest pains
- high blood pressure
- indigestion or heartburn
- constipation or diarrhoea
- feeling sick, dizzy or fainting

You might find that your first clues about being stressed are physical signs, such as tiredness, headaches or an upset stomach.

There could be many reasons for this, as when we feel stressed we often find it hard to sleep or eat well, and poor diet and lack of sleep can both affect our physical health. This in turn can make us feel more stressed emotionally.

Also, when we feel anxious, our bodies release hormones called cortisol and adrenaline. (This is the body's automatic way of preparing to respond to a threat, sometimes called the 'fight, flight or freeze' response). If you're often stressed then you're probably producing high levels of these hormones, which can make you feel physically unwell and could affect your health in the longer term.

## Depression

Depression is a low mood that lasts for a long time, and affects your everyday life. For many people depression can mean just being in low spirits. At its most severe, depression can be life-threatening because it can make you feel suicidal. There are many signs and symptoms of depression, but everyone's experience will vary.

### Common signs and symptoms of depression:

How you might feel

- down, upset or tearful
- restless, agitated or irritable
- guilty, worthless and down on yourself

- empty and numb
- isolated and unable to relate to other people
- finding no pleasure in life or things you usually enjoy
- a sense of unreality
- no self-confidence or self-esteem
- hopeless and despairing
- suicidal.

How you might behave:

- avoiding social events and activities you usually enjoy
- self-harming or suicidal behaviour
- difficulty speaking, thinking clearly or making decisions
- losing interest in sex
- difficulty remembering or concentrating on things
- using more tobacco, alcohol or other drugs than usual
- difficulty sleeping, or sleeping too much
- feeling tired all the time
- no appetite and losing weight, or eating too much and gaining weight
- physical aches and pains with no obvious physical cause
- moving very slowly, or being restless and agitated.

There are various treatments that have been found to help with depression including:

- self-help resources
- talking treatments
- medication
- alternative treatments - these are options that can be tried instead of, or alongside, medication and talking treatments and include: arts therapies, alternative and complementary therapies, mindfulness, ecotherapy, peer support.
- exercise can help - it doesn't have to be very energetic, just gentle walking, running, cycling, swimming

## Suicide

Suicide is the act of intentionally taking your own life. According to mental health experts as many as 20.6% of people have thought about suicide at some point in their lives.

Suicidal feelings can range from being preoccupied by abstract thoughts about ending your life, or feeling that people would be better off without you, to thinking about methods of suicide, or making clear plans to take your own life.

If you are feeling suicidal, you might be scared or confused by these feelings.

But you are not alone. Many people think about suicide at some point in their lifetime.

Here are some thoughts, feelings and experiences you may go through if you are feeling suicidal:

### **How you might think or feel**

- hopeless, like there is no point in living
- tearful and overwhelmed by negative thoughts
- unbearable pain that you can't imagine ending
- useless, unwanted or unneeded by others
- desperate, as if you have no other choice
- like everyone would be better off without you

### **What you may experience:**

- cut off from your body or physically numb
- poor sleep with early waking
- change in appetite, weight gain or loss
- no desire to take care of yourself, for example neglecting your physical appearance
- wanting to avoid others
- self-loathing and low self-esteem
- urges to self-harm

Suicidal feelings can be overwhelming. How long these feelings last differs for everyone. It is common to feel as if you'll never be happy or hopeful again.

With support and self-help, people who have felt suicidal do go on to live fulfilling lives. **The earlier you let someone know how you're feeling, the quicker you'll be able to get support to overcome these feelings. Suicidal thoughts aren't permanent - *things do improve.***



## **For more information:**

### **Action for Children**

**Phone: 01923 361 500**

**[actionforchildren.org.uk](http://actionforchildren.org.uk)**

**Charity supporting children, young people and their families across England.**

### **Anxiety UK**

**Phone: 03444 775 774 (Mon-Fri)**

**[anxietyuk.org.uk](http://anxietyuk.org.uk)**

**Charity providing support if you've been diagnosed with an anxiety condition.**

### **Beat**

**Phone: 0808 801 0711 (every day)**

**[beateatingdisorders.co.uk](http://beateatingdisorders.co.uk)**

**Under 18s helpline, webchat and online support groups for people with eating disorders, such as anorexia and bulimia.**

### **CALM**

**Phone: 0800 58 58 58**

**[thecalmzone.net](http://thecalmzone.net)**

**The Campaign Against Living Miserably is for men who are feeling low or in crisis.**

### **Centrepoint**

**Phone (age 16-25): 0808 800 0661**

**[centrepoint.org.uk](http://centrepoint.org.uk)**

**Provides advice, housing and support for young people, with a helpline and webchat.**

### **Childline**

**Phone: 0800 1111**

**[childline.org.uk](http://childline.org.uk)**

**Free 1-to-1 chat support and 24-hour helpline for children and young people in the UK.**

### **Frank**

**Phone: 0300 123 6600 Text: 82111**

**[talktofrank.com](http://talktofrank.com)**

**Confidential webchat, helpline, advice and information on drugs and substance misuse.**

### **HeadMeds**

**[headmeds.org.uk](http://headmeds.org.uk)**

**Clear information on mental health medication for young people.**

### *Hope Again*

*Phone: 0808 808 1677 Email: [hopeagain@cruse.org.uk](mailto:hopeagain@cruse.org.uk)*

*[hopeagain.org.uk](http://hopeagain.org.uk)*

*Support for young people when someone dies.*

### *HOPELINEUK*

*Phone: 0800 068 4141*

*[papyrus-uk.org/hopelineuk](http://papyrus-uk.org/hopelineuk)*

*A specialist telephone service that gives non-judgemental support, practical advice and information to young people.*

### *Hub of Hope*

*[hubofhope.co.uk](http://hubofhope.co.uk)*

*A national database of mental health charities and organisations from across Britain who offer mental health advice and support.*

### *Kooth*

*[kooth.com](http://kooth.com)*

*Counsellors available until 10pm every day. Free, safe and anonymous online counselling for young people. Check whether this is offered in your area.*

### *Mencap*

*Phone: 0808 808 1111*

*[mencap.org.uk](http://mencap.org.uk)*

*Provides information and advice for people with a learning disability, their families and carers.*

### *NHS Go*

*[nhsgo.uk](http://nhsgo.uk)*

*NHS confidential health advice and support for 16-25 year olds. Download the app to your phone.*

### *No Panic*

*Phone (ages 13-20): 0330 606 1174*

*[nopanice.org.uk/no-panic-youth-hub](http://nopanice.org.uk/no-panic-youth-hub)*

*Charity offering support for sufferers of panic attacks and obsessive compulsive disorder (OCD).*

### *NSPCC*

*Phone: 0800 1111*

*[nspcc.org.uk](http://nspcc.org.uk)*

*Email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)*

*Specialising in child protection and the prevention of cruelty to children.*

### ***OCD***

***ocdyouth.org***

***Email: youthhelpline@ocdaction.org.uk***

***Youth Support for young people with obsessive-compulsive disorder (OCD).***

### ***On My Mind***

***annafreud.org/on-my-mind***

***Information for young people to make informed choices about their mental health and wellbeing.***

### ***Refuge***

***Phone: 0808 200 0247***

***refuge.org.uk***

***Help and support for young people affected by domestic violence.***

### ***Relate***

***relate.org.uk (put in your local area and give them a call)***

***Professional, confidential, relationship support.***

### ***Rethink Mental Illness***

***Phone: 0300 500 0927 (Mon-Fri)***

***rethink.org***

***Support and advice for people with mental health problems and their friends and families.***

### ***Safeline***

***Phone: 0808 800 5007***

***safeline.org.uk***

***Text: 0786 002 7573***

***Young people's helpline, helping survivors of sexual abuse and rape.***

### ***Samaritans***

***Phone: 116 123***

***samaritans.org.uk***

***Free 24-hour helpline. Confidential support for people experiencing feelings of distress or despair, including suicidal feelings.***

### ***Shelter***

***shelter.org.uk/youngpeople***

***Charity working for people in housing need by providing free, independent, expert housing advice.***

***The Mix***

***Phone: 0808 808 4994***

***themix.org.uk***

***Support and advice for under 25s, including webchat.***

***Time to Change***

***time-to-change.org.uk***

***Download resources to raise awareness of mental health stigma and find out more about mental health.***

***Voice Collective***

***Phone: 020 7911 0822***

***voicecollective.co.uk***

***A UK-wide project that supports children and young people who hear voices, see visions, and have other 'unusual' sensory experiences.***

***Women's Aid***

***Phone: 0808 200 0247***

***womensaid.org.uk***

***24-hour national domestic violence helpline.***

***YoungMinds***

***youngminds.org.uk***

***For information, resources and support which can help to deal with different mental health problems.***

***Young Stonewall***

***Phone: 0800 050 2020***

***youngstonewall.org.uk***

***Information and support for all young lesbian, gay, bi and trans people.***

***Youth Access***

***Phone: 020 8772 9900***

***youthaccess.org.uk***

***Information on youth counselling.***

Greater Manchester Hazards Centre, Windrush Millennium Centre, 70 Alexandra Road  
Manchester M16 7WD      Tel: 0161 636 7558      Email: [janet@gmhzards.org.uk](mailto:janet@gmhzards.org.uk)

October 2019