



Dealing with redundancy

Your emotional health and wellbeing

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The COVID-19 pandemic has meant many companies or organisations have had to take some difficult decisions around redundancies.

We know that in all situations redundancy is a time of change for you and for those around you. It's okay not to be okay. It's also okay to be okay.

There are a range of things you can do that may help boost your emotional wellbeing during this period.

There is also support there for you, if you need it.

We have written this leaflet to help you to look after your emotional health and wellbeing during this period of your life.

How are you feeling?

For some people, redundancy may feel like a chance to make some positive changes in their lives. For other people it doesn't feel like this, and they may feel other emotions like anxiety and anger. Some people feel mixed emotions. You may not be quite sure how you feel.

It's normal to feel a range of emotions.

It will often take time to adjust.

You are not to blame for this situation. It's a difficult time for many organisations and companies, and some difficult decisions have been made.

We are all different, and different things work for each of us. You may have others ways of coping that work well for you, if so keep doing what works for you.

And if you'd like some more tips on looking after your emotional wellbeing at this time, we have some ideas below.

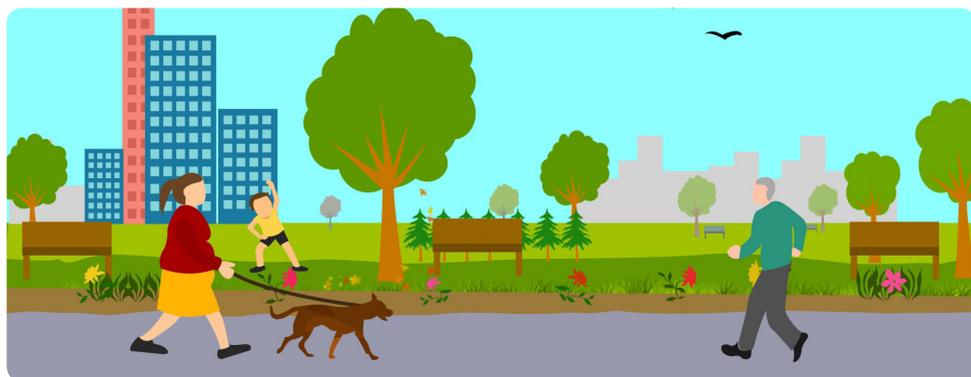
Some tips for managing your emotional wellbeing

Are you bottling up what's on your mind?

Sometimes we try and keep what's on our mind inside. We might worry we'll feel more stressed if we express how we feel or what we're thinking about, or that we may upset others. We might not think we are very good at expressing how we feel.

Sharing what you're thinking and feeling often helps, and is important, and there's lots of ways of doing this. If you don't feel able to talk yet that's also ok.

Tip. We're all different and there's no 'right' time, or way, to open up. For many people, talking to someone they trust is helpful, but for some people talking to someone they've never met helps (we'll give you more information about this at the end of the booklet). Maybe you find it easier to open up over text or on an email, or when you're on a walk, or in the car. Some people find it helpful to express themselves in a diary, by doing something creative, or in the company of a pet. For many people it can help to open up a little, as early on as they can. Even if you don't feel ready to fully open up, just talking a bit can start a conversation that you can then carry on another day.



Have you gone on over-drive?

Sometimes we can find ourselves on over-drive when something like this happens, trying to do everything at once. You've been through a big change. Adjustment generally takes time.

Tip. Try and give yourself a moment to take stock. Practice giving yourself 10 minutes with a cup of tea to take a breath, and slow down. Notice how you are, and what you need now.

Looking after yourself too is important. Plan some time away from job-hunting to spend with those that are important to you, or doing things you enjoy. Physical activity can really help you to look after yourself, as will thinking about your diet and alcohol intake, and sleep hygiene. Looking after your physical wellbeing will boost your mood.

Are you missing your routine?

It can feel hard to adjust to a change of routine. A lack of routine can impact on our mood, and can become a bit of an unhelpful cycle.

Tip. Find a new routine that works for you. What time are you going to get up and go to bed? What would you like to do in your day, and how can you give your day some structure? Can you make sure there's time in your daily plan for something you enjoy?

Are you feeling under-occupied?

Sometimes we can feel a bit like we are floating from job to job around the home or garden, and not as satisfied as we'd hoped.

Tip. Give yourself a moment to think about what activities you value and need for your wellbeing. Set some mini goals based on this. Is it a physical activity target? A manageable home project? Completion of an online learning module? Volunteering? Write down your mini-goal for the week, and post it somewhere you'll see it as a reminder.

Are you feeling out of control?

When lots of things are happening around us, and we feel out of control, sometimes our focus goes to trying to get back in control. This is normal, but it is exhausting.

Tip. Focus on taking control of the things you can control, not the things you can't control. This will free you up, and give you more energy. For example you could do your CV, make a call to a previous work contact, or focus on home life or your wellbeing? Perhaps take a moment with a cup of tea to write down a list of things you can change now or do now.

Are you being hard on yourself?

Sometimes when something like redundancy happens we can get into a habit of talking to ourselves less kindly. Redundancy is not your fault, you are not to blame. What has happened to you, is not a reflection on you.

Tip. Practice talking to yourself as you would a friend or a workmate. What advice would you give them if they were in your situation, and giving themselves a hard time? How would you speak to them?

Are you feeling a bit unsure of yourself?

Work can be an important part of our identity. For many people a change in work situation can have an impact on how we feel about ourselves.

Tip. It's important to remember the decision was not personal. Try and take a moment to write down your strengths (such as kindness or humour) and your core values in life (such as health, friends, community or environment).

Further support and information on looking after your emotional wellbeing

There is support and advice there for you now, if you need it. Below we have provided a list of trustworthy support options to help you look after your mental health and wellbeing at this time.

I'd like to read more on looking after my mental wellbeing

For more information on coping with redundancy you can visit Mind's website

<https://www.mind.org.uk/workplace/coronavirus-and-work/coping-with-redundancy/>

For general information on looking after your wellbeing during the Coronavirus Pandemic visit the Joined Up Care Derbyshire emotional wellbeing pages.

<https://joinedupcarederbyshire.co.uk/public-info-covid-19/your-wellbeing-during-pandemic>



I'd like to speak to someone about how I am feeling

You can request an appointment with your GP to talk about how you are feeling, this may be a telephone appointment. They will be able to help you get the right support for you.

Local Support

The **Derbyshire Mental Health** support line is on **0800 028 0077** (7 days a week, 9am to midnight). It's staffed by mental health professionals and is for all ages. **Tameside, Oldham and Glossop Mind** can be contacted on tel: **0161 330 9223**.

Derbyshire Recovery and Peer Support Service have an emotional care helpline. Tel: **01773 734 989**, Mon to Fri, 9am to 5pm.

For counselling or therapy, you can refer yourself to local Talking Therapy services (also known as IAPT services) where you can get help to manage issues like depression, low mood, stress and panic. There are a few providers to choose from:

- **Trent PTS** – Tel: **01332 265 659**
- **Vita Minds** – Tel: **0333 0153 496**
- **Insight Healthcare** – Tel: **0300 555 5582**
- **Talking Mental Health Derbyshire** – Tel: **0300 123 0542**.

If your GP is in Glossop, you can contact **Tameside and Glossop Healthy Minds** tel: **0161 716 4242**.

National Support

The Samaritans can be contacted 24 hours a day, 7 days a week. Tel: **116 123**.

I need to speak to someone urgently about my mental health

If you, or someone you know, is feeling suicidal or is in immediate distress, there are people you can talk to:

- Speak to a friend, family member or someone you trust
- Call the **Derbyshire Mental Health Support** line tel: **0800 028 0077** (7 days a week, 9am to midnight)
- Make an urgent appointment to see your **GP**, who may be operating a call back service.
- Call the **Samaritans** 24-hour support service tel: **116 123** or contact **Samaritans** online **www.samaritans.org**
- Use the **Staying Safe** website for support, information and making your own safety plan **www.stayingsafe.net**
- Contact **NHS 111**, though be aware of delays in accessing this service
- Telephone **999**
- If you require urgent medical intervention, go to your nearest emergency department.

