



Diversity & Inclusion at Asda

Katie Wynn

ASDA
Save money. Live better.



INCLUSION AT

ASDA

Being You

Age



Disability



Ethnicity



Gender



Pride



Wellbeing



Our humble beginnings ...

Providing basic services



health assured



Empowering our colleagues



Mental Health

What's it about?

This policy informs you about mental health and wellbeing and helps managers who are supporting colleagues with mental health conditions.

Key Points

- This policy applies to all Asda colleagues. When we talk about the People Manager, this refers to the person who looks after the People department in your area.



Our progress and learns ...

Shining a Light



See it → Own it → Change it → Live it



Equipping our Managers



Sharing Stories

Hello, my name is **Katie Wynn** and I am the **Diversity and Inclusion Manager** at Asda.



My journey with mental health is both personal and supportive. I have family members who suffer from depression and also experienced a family friend taking his own life after his battle with this illness when I was 15.

For now, I want to talk about how personally I have felt supporting someone battling a mental illness and how I apply that to work. When I was 25 my partner at the time told me he wanted to kill himself. To put this in context, this person had previously thought of suicide as selfish and had the mind-set that people needed to just crack on.

I had recently accepted a job that meant I had to move so we agreed I would try to support him through this as a friend. It took around 18 months to get a diagnosis of **bi-polar type 2**. In that time this person attempted to take their life on a couple of occasions, used self-harm as a coping mechanism, was off on long term sick and wouldn't really leave the house. My role in all of this? Well I would do simple things like going round for a chat, checking in when I was away with work, cooking meals for them to use throughout the week. It also meant waking up to calls in the middle of night because they'd slipped into a dark place or in a corner of Asda House trying to calm them down before getting back to work. 5 years on and I can say this person is in a much happier place and is one of the strongest, bravest individuals I have ever known so believe that it **does get better**.

My 3 big learnings from this for work:

Line Manager Support: I didn't tell my Line Manager at first because I had a fear of people perceiving I wouldn't be able to do my job. I eventually sent an email, late one night, after I had to go looking for my friend in the week because they went AWOL when they were in a really dark place. At my mid-year appraisal, I took comfort in the fact my manager told me no-one at work would have guessed what was happening at home. This all changed a few weeks later when I'd forgotten to do something, the feedback was that maybe my personal life was affecting my ability to do my job. I felt completely betrayed in that moment and my fear of this being used against me seemed validated. **Take away: think carefully about your words and how you phrase things.**

Managing Absences: My friend was off work for a period of time and in those months they would just sit in a darkened room avoiding everything. The only thing this person did was play in a band and in those moments it was like he was free of this cloud. However, his work saw photos of him on stage and assumed he was fit to come back to work - how can you possibly be able to play a 40-minute set on a stage and yet not complete a 9-hour day at work? Now when I was in stores and had colleagues off with depression and saw posts/heard about them out, I was cynical, so I get that perception. However, following this experience I definitely look at things in a different light. Anyone who is mentally unwell is fighting every day to just feel an element of normality and doing these little things are part of their journey on the road to recovery. **Take away: remember a photo is a snapshot of a second and is not a true reflection on that persons wellbeing.**

Self-Care: I put this persons wellbeing above absolutely everything else and if I am honest and want back in time I don't think I would change that. However, what I would do is weave in some self-care. I didn't realise the effect all of this was having on my own wellbeing until I reached a point where I emotionally crumbled in front of my family. I encourage everyone to look at what supports is out there. I now **go** to see a counsellor every now and then when I need it. In my eyes, I look after my body by going to the gym, I look after my mind by seeing a counsellor. It is not a big deal. **Take away: Find out what supports your wellbeing and focus on this as much as you do your physical health or supporting others.**



How we will make waves ...

Supporting our Communities

BLOCK THE WEB MONSTERS



Help Block the Web Monsters!

Take part in our exciting new cyber safety awareness contest open to West Yorkshire pupils years 7, 8 and 9. Entry deadline December 7, 2018

www.westyorkshire.police.uk/cybercontest
#WYPcybercontest



Being Data Led



Pacing Ourselves



let's end mental health discrimination



MHFA England



Questions

