



**Don't:** use 'committed suicide'

**Instead:** use 'died by suicide', 'took their own life, or 'attempted suicide'. The word 'commit' suggests suicide is a crime or a sin.

**Don't:** use mental health terms as adjectives to describe people or behaviours – like 'a bit OCD', 'crazy', 'practically anorexic'

**Instead:** use different, more compassionate ways to describe people or the ways they're behaving. If you're concerned that someone is behaving unusually, ask them how they're doing in a sensitive way. If you see people making stigmatising comments or showing bias, call them out as you would if they were making other discriminatory comments.



Join the campaign at  
[www.falklands.gov.fk/publichealth](http://www.falklands.gov.fk/publichealth)

Let's talk mental health

WIDE SKIES  
**OPEN**  
MINDS

# SUPPORTING WIDE SKIES, OPEN MINDS IN YOUR ORGANISATION



**We know from our research that people living with a mental health condition in the Falkland Islands are worried about how this will affect their employment.**

Employers have an important role to play in ensuring that their workplace is open to honest conversations about mental health and can signpost people to support if they need it.

We want to see as many local employers as possible support our Wide Skies, Open Minds campaign and start talking about mental health.

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## Here are some easy things you can do as an employer to get involved.

-  **Use your internal communications channels** to share information about the campaign and to show your support. We have leaflets, postcards and posters that are available to download at [www.falklands.gov.fk/publichealth/resource-centre/downloads](http://www.falklands.gov.fk/publichealth/resource-centre/downloads), for your noticeboards and communal areas.
-  **Be sensitive about language and terminology** around mental health. How we talk about mental health is important in tackling stigma. You can find out more about mental health conditions from the Mental Health Foundation's website.
-  If an employee tells you or their manager about a mental health issue, reinforce to them that **it's okay to not be okay**, and that needing help doesn't reflect weakness.
-  **Signpost employees to support when they need it.** Encourage people to contact support:

Their **GP, Practice Nurse** or **health care provider**, Tel **28000**

Or

The Emotional Wellbeing Service, Tel **28082** or email

[emotionalwellbeingservice@kemh.gov.fk](mailto:emotionalwellbeingservice@kemh.gov.fk)

Or

For out of hours emergencies please contact Tel **28000**.

The **Samaritans** (UK) free helpline is available 24/7 on Tel **51515**, for anyone experiencing emotional distress.

-  **Model a culture of openness** by sharing your own experiences with stress or mental health to help normalise these conversations in your workplace culture.

## Communication dos and don'ts

We know it isn't easy to talk about mental health, and many employers are worried about saying the wrong thing. It is far more important to be open than to be too concerned to talk, but here are a few helpful tips on dos and don'ts to help you get started.

**Don't:** describe a person as a diagnosis or behaviour: 'a manic-depressive', 'a schizophrenic', 'a psychotic', 'a self-harmer'

**Instead:** 'a person living with schizophrenia/bipolar disorder', 'someone with depression', 'someone experiencing psychosis', 'someone who self-harms'. People tend to prefer terms where they're seen firstly as a person rather than a set of symptoms or an illness, especially when some clinical terms are stigmatised.

**Don't:** use 'suffers from', 'victim of'

**Instead:** 'lives with', 'has'. 'Suffers from' or 'victim of' implies that someone's life experience is negative, painful and hopeless – or that they deserve pity.

**Don't:** use 'mentally ill'

**Instead:** Our local research told us that people in the Falkland Islands prefer to use 'mental health condition'