

No More Losses: Suicide Prevention & The Workplace

In conjunction with World Suicide Prevention Day 2024

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Look How Far We've Come

Not so long ago, suicide was considered 'taboo'. It was barely spoken of, and when someone died by suicide, this information was often concealed to spare the family 'embarrassment'.

This stigma has been passed from generation to generation, weaving a destructive thread of shame and guilt through the lives of those it affects.

We have come a long way as a society. Not just in our understanding and acceptance of suicide, but even in the way we talk about it. Moving from inflammatory phrases like 'committed suicide' to 'completed suicide' or 'died by suicide'. We are no longer speaking about it like it is a crime.

This progress is a beautiful thing, but – and I'm sure you knew this was coming – there is still work to do. No matter how far we've come or how much we evolve, there will always be room for improvement and the need to adapt and change with the times.

The theme for World Suicide Prevention Day 2024 is, fittingly, 'Changing the Narrative on Suicide'. The call to action is even more important: 'Start the Conversation.' So, in this guide, that is exactly what we will do.

From supporting those experiencing suicidal thoughts or attempting suicide, to awareness and help for those grieving a suicide loss.

Let's talk about it *all*.



Harry Bliss
CEO and Co-founder of Champion Health

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What's the Data Saying?

According to the World Health Organization (WHO), more than 700,000 people die by suicide every year. [1]

5,579 suicides were registered in England in 2023, equivalent to a rate of 11.1 suicide deaths per 100,000 people. [2]

Suicides in England



Men
73%



Women
27%

Of the 1,439 suicides reported in England in Q4 2023, 1,051 were men [2]

Males aged 45-49 have the highest suicide rate. [3]

Globally, suicide is the third leading cause of death among 15-29-year-olds. [1]

Those who have previously attempted suicide are more likely to die by suicide [1]

[1] World Health Organization, 2024

[2] Office for National Statistics, 2024

[3] Samaritans, 2023

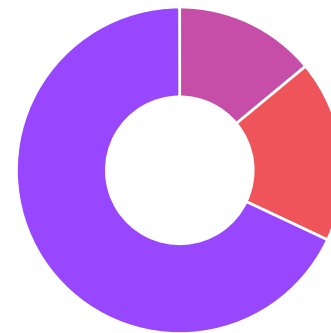


“ Our latest data highlights the pressing need for workplaces to prioritise mental health, particularly in creating inclusive environments that address the needs of all employees, especially those in vulnerable groups. The link between overwork and mental health risks calls for a re-evaluation of workplace practices and the promotion of healthier work-life balances – keeping people in work and happy is key to overall productivity.

Hayden Smith
Head of Wellbeing Services at Champion Health

Now, let's look at the latest Champion Health data for employees.

In 2024, 12% of employees are experiencing thoughts of self-harm and/or suicide compared to 14% in 2023. While this decrease initially seems positive, it's sobering to see how often these people are experiencing thoughts of suicide:



- 14% experienced them nearly every day
- 18% experienced them more than half the days
- 68% experienced them several days

This means that 12% of employees are potentially at risk of crisis escalation at any given time, which demonstrates how imperative it is that employees have access to suitable services, of the right quality, and are aware of what is available to them. Suicide is not inevitable just because someone is thinking about it – it can be preventable.

Hayden Smith
Head of Wellbeing Services at Champion Health

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The fact that 12% of employees now experience suicidal thoughts is a staggering number that simply cannot be ignored - we must do more to address mental health in the workplace.

It's not enough to simply offer an Employee Assistance Programme - **we must actively work to reduce the stigma surrounding mental health**, provide resources for those struggling, and create a culture of openness and support.

As individuals, we can also do our part by checking in on our colleagues, being mindful of our own mental health, and advocating for change within our workplaces. It's time to shift the conversation and take action to ensure that no one feels alone or unsupported in their struggle with mental health.

The persistence of these thoughts is cause for much alarm. Not only does it increase the likelihood of a suicide attempt, but it means people are consistently struggling.

Alice Hendy

Founder of R;pple Suicide Prevention



As of June 2024, the UK workforce employs approximately 33 million people aged 16 and older. 25 million are working full-time and just over 8 million work part-time.

Staggeringly, research undertaken by Champion Health indicates that 12% of employees experience suicidal thoughts - **that's almost 4,000,000 employees who are contemplating suicide.**

And there's more; of those who reported having suicidal thoughts, more than 5,500 experience these thoughts every single day and 68% of these people have such thoughts for several consecutive days.

Steve Phillip

Founder and Director of The Jordan Legacy



54% of people experiencing suicidal thoughts were women, 43% were men



**Women
54%**



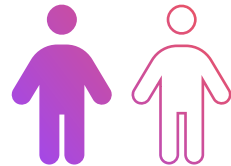
**Men
43%**

66 The data shows a gender disparity that may reflect broader societal trends where women are more likely to report mental health struggles, or it might indicate that men are underreporting due to stigma. Death by suicide is the largest cause of death in males under 50 and 75% of suicides are males, so we know underreporting is a very real issue.

Hayden Smith, Head of Wellbeing Services at Champion Health

66 A lack of societal recognition and acceptance of gender identities outside of cisgender, increasing attacks on transgender individuals, prejudice and exposure to minority stress, may all be linked to the suicidality among this demographic. This highlights a critical area of concern, demonstrating that within our organisations we have groups of people who are at higher risk and therefore our approach should be tailored based on this data.

Hayden Smith, Head of Wellbeing Services at Champion Health



1 in 2 people who identify as trans or non-binary reported thoughts of suicide or self-harm



The Importance of Signs

We also must take into consideration how many of the people reporting thoughts of suicide are suffering in silence. It's hard to know how to help someone when you aren't sure or aware of what they are going through. If they don't tell you, how can you know?

That's where the signs come in.

Here are some hidden signs:

- > Withdrawing from loved ones and social occasions
- > Changes in eating habits (eating less/more)
- > Issues with sleep (sleeping less/more/not at all)
- > Drinking more alcohol or increasing drug use
- > Giving away belongings
- > Changes in mood (feeling depressed, anxious or angry)
- > Lack of interest in work/education
- > Not exercising or neglecting physical health
- > Poor personal hygiene

Here are some that are easier to spot

- > Behaving recklessly/dangerously
- > Has attempted suicide in the past
- > Actively self-harming
- > Expressing thoughts of hopelessness
- > Making a will or getting their affairs in order
- > Buying/stockpiling items that could be used as a weapon (e.g. medication)
- > Expressing feelings of guilt and shame
- > Saying they feel like a burden
- > Saying they feel suicidal/want to die
- > Saying goodbye to those close to them

So, what can we do to help someone who is displaying any of these signs?

- 1 If it is an emergency, call your national emergency line number. Stay with the person if it is safe to do so
- 2 If someone is at risk, make sure to remove anything from the vicinity that could be used as a weapon
- 3 Encourage them to open up to you but don't force them. Remind them they are loved, and no one would be better off without them
- 4 Let them know you are a safe space for them and everything they tell you will be met without judgement
- 5 Know your numbers – refer them to helplines and charities that can offer them immediate support
- 6 Encourage them to speak to their GP or a mental health professional about what they are going through
- 7 Help them create a support and safety plan by building a network of trusted individuals and resources for times of crisis
- 8 Work with them to identify the positives in their life, without dismissing or minimising the negatives
- 9 Check in with them regularly and always ask "are you okay?" more than once
- 10 Educate yourself on suicide so you know how to have productive and empathetic conversations when someone is struggling

The Power of Prevention

Our data also tells us that there was a **5% decrease** in reports of suicidal thoughts after employees had been using the Champion Health platform for several months.

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The 5% decrease in suicidal thoughts after using Champion Health services suggests that interventions and prevention strategies are having a positive impact for some who are experiencing suicidal thoughts. Often preventative content can support individuals struggling with their mental health to develop their coping skills and resilience levels to mitigate escalation.

Hayden Smith

Head of Wellbeing Services at Champion Health

This validates something we have always believed in – **we need to start with prevention.**

“ Many people envision suicide prevention purely from the point of suicidal crisis. However, a fundamental part of suicide prevention must occur before people reach crisis point. We see this as a continuum in which to the left of it, people are doing okay, and to the right they are at crisis point. Suicide prevention needs to consistently seek to provide off ramps as people move from left to right, consistently pushing them back to the left side of the continuum.

We have developed a wealth of online resources and tools intended to help people help themselves and those around them. CALM has been incredibly lucky to work with Champion Health on expanding these resources through their transformational mental health training tool, which we're thrilled to be piloting. It's incredibly promising to see the impact of the Champion Health platform reflected in this data, where prolonged use has led to a decrease in suicidal thoughts for those using it.

1 in 5 of us will experience suicidal thoughts in our lifetime - it's far more common than society would lead us to believe as it's something that people don't feel they can speak openly about. But the potential of these tools in prevention is huge - in working with Champion Health, we've not just created a product for those in crisis, we've created a tool for absolutely everyone to enable them to help people in crisis. By training people to help others, and in that, encouraging more people to have healthy conversations about suicide and break down the stigma, it will undoubtedly save countless lives.

Wendy Robinson
Director of Services at CALM



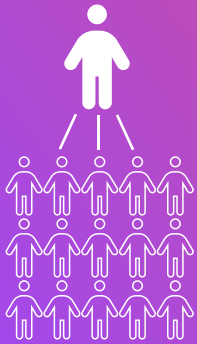
Prevention and the Workplace go Hand-in-Hand

Let's go back to that 12% statistic.

The workplace used to be an environment where we left our problems at the door. But that mindset is outdated. Not only is it natural and reasonable for our personal lives to filter into our working lives, but the workplace can play a role in supporting or exacerbating any issues we may have.

This is true even for mental health. *Especially* for mental health.

As employers and colleagues, we have a responsibility to support those we work with and help them either before a crisis happens, during or after one.



There are more than 6,000 reported deaths by suicide in the UK every year, impacting more than 810,000 people known to those who died

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There are more than 6,000 reported deaths by suicide in the UK every year, impacting more than 810,000 people known to those who died.

The tragedy of these lost lives, from one of the most preventable deaths in society, is something we can't put a price on, although in a recent report published by Samaritans, it is estimated that **each death by suicide costs the UK economy £1.45 million pounds** - that's a staggering £10 billion for all deaths by suicide, year on year.

Suicide prevention in the workplace is still a rarely discussed topic. With the exception of industry sectors, like construction, which accounts for around 10% of all suicide deaths in the UK, workplaces largely focus their budgets on wellbeing initiatives. And for the more in-tune organisations, Mental Health First Aiders are becoming an important part of the company HR structure. At The Jordan Legacy, we often hear employees describe their company's wellbeing and mental health provision as little more than a tick-box exercise.

Employee Assistance Programmes (EAPs) are evident in most larger organisations in the UK, with many providing free access to counsellors or therapists. Conversations with some employees have told us that their EAP has been a lifeline for them at times but with fewer than 3% of employees accessing their EAP, one has to question the model and how much more effective it could be.

Steve Phillip

Founder and Director of The Jordan Legacy





Steve's tips for suicide prevention in the workplace

1

Know where you're starting from. Does your organisation effectively measure the wellbeing of its employees, including risk of suicide? Champion Health would be a good place to find out more about how to achieve this.

2

Ensure that suicide prevention and Mental Health First Aid training is provided to more than just one or two selected employees. All managers should be trained in these important skills.

3

Upskill managers in how to have difficult conversations. Performance reviews, disciplinary matters, dismissals and changes to working circumstances can have an emotional impact and increase the risk of suicide in someone who is already unwell.

4

Review all policies and procedures from a 'do no harm' perspective. Consider how any policy might impact an employee's wellbeing and ensure adjustments are made to reduce the chances of these creating a suicide risk.

5

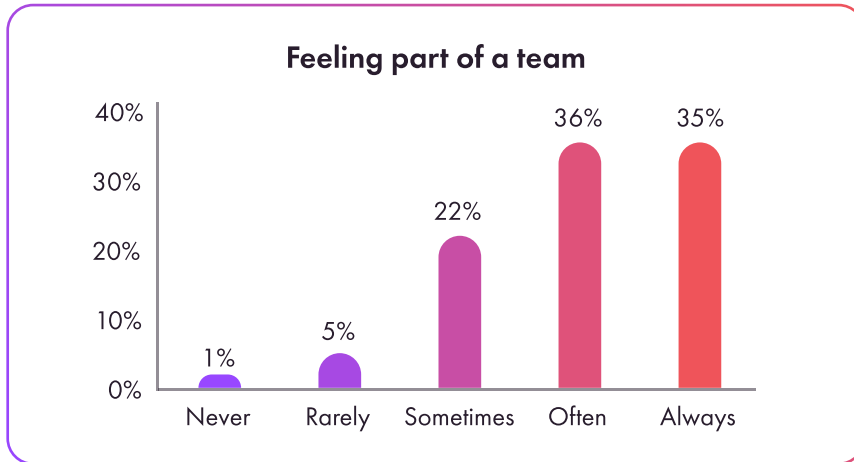
Consider employee wellbeing and suicide prevention not just sitting with your HR department, but making it a wider responsibility across the organisation and at all levels of the organisation.

6

Aim to create a psychologically safe workplace, where employees feel they can open up and talk about their mental health without fear of criticism or judgement.

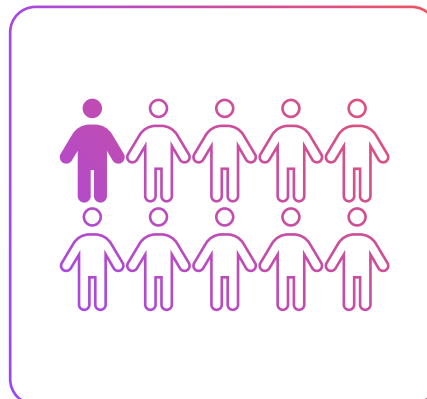
The Difference Culture Makes

Our latest data on workplace culture tells us that most employees (71%) 'always' or 'often' feel part of a team.



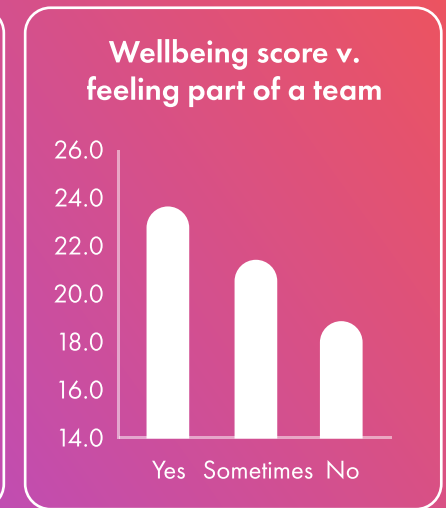
In addition, the majority of employees (80%) feel trusted to do their job. However, only 60% reported 'always' or 'often' feeling supported at work and listened to by senior leaders.

1 in 10 employees 'never' or 'rarely' feel supported at work or listened to by senior leaders



So, what role does culture play in employee mental wellbeing?

The data reveals a clear relationship: the more supportive and inclusive an environment, the higher employee wellbeing levels are (as demonstrated via Warwick-Edinburgh Mental Wellbeing Scale).



However, those who do not feel supported or part of a team tend to have lower levels of wellbeing - on average, scoring in the range associated with 'probable' symptoms of depression.

This only further highlights the importance of creating a positive workplace culture to maximise employee wellbeing.

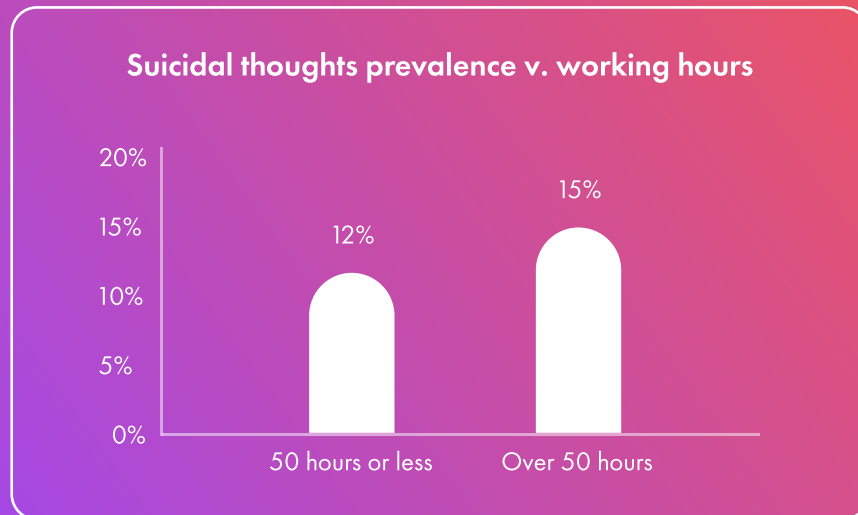
What is the Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS)?

The WEMWBS is used internationally to measure mental wellbeing. Here we utilise this scale to provide a snapshot of mental wellbeing within our sample.



Then there are working patterns – in particular, the number of hours worked beyond your average working week.

Our analysis reveals a further relationship between working long hours and poor mental health – including thoughts of suicide and self-harm (as measured by the GAD-7 and PHQ-9).



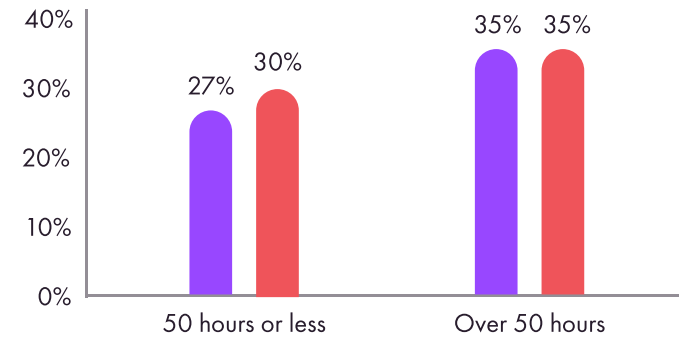
That is, those who work longer hours are more likely to experience poorer mental health and thoughts of suicide or self-harm.

Clinically-relevant symptoms of anxiety (i.e. scoring ≥ 10 on GAD-7) were 30% more prevalent in those who worked over 50 hours a week (compared to those who worked less than 50 hours).

Additionally, those who worked over 50 hours a week were 25% more likely to experience thoughts of suicide or self-harm.

Prevalence of clinically-relevant GAD/PHQ symptoms

● Clinically-relevant GAD score ● Clinically-relevant PHQ score



What are the GAD-7 and PHQ-9?

The GAD-7 and PHQ-9 are clinically-validated measures that are widely used to indicate symptoms of anxiety and depression respectively.



““ This correlation between long working hours and suicidal thoughts points to the detrimental effects of overwork.

In 2024, burnout is a very real phenomenon, characterised by feelings of exhaustion, workplace negativity and reduced productivity. This data supports a growing body of research which explores links between burnout, poor mental health and suicidal ideation.

Workplaces need to consider not just the quantity of work, but also the quality of the work environment and the support provided to employees – often this starts with workplace culture and leader/exec sponsorship.

Employees also need to be truthful with themselves and their managers about their workload, understand their own stress triggers and take steps to protect themselves from burnout.

Hayden Smith

Head of Wellbeing Services at Champion Health



““ Workplace culture can play a significant part in how someone perceives their sense of self-worth and their contribution to society. A toxic workplace environment can add to someone's existing experiences of stress or anxiety-related illness, which can sometimes manifest itself in out-of-character behaviour, underperformance, presenteeism and absenteeism.

According to Statista.com [4], as of June 2024, the average weekly number of hours worked by full-time workers in the United Kingdom was 36.6.

For the 'average' worker, that's 23% of their waking week spent at work. Of course this statistic doesn't include part-time employees or the thousands of workers who spend many more hours at work, including work taken home with them at the end of the day.

On the 4th of April 2024, the Office for National Statistics (ONS) published its most recent data on suicide deaths for England up to and including the period Oct-Dec 2023 [5]. The figures showed a concerning 6% overall increase in suicide deaths; 5% for men and an 8% increase in female suicides.

Suicide prevention is not just a government or NHS responsibility, it takes a society that is willing and able to prevent all preventable suicides if we are to reduce the 6,000+ deaths in the UK each year. Workplaces have a vital role to play in achieving such a reduction.

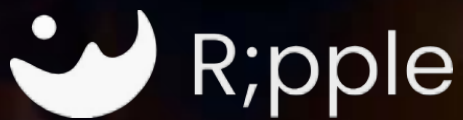
Steve Phillip

Founder and Director of The Jordan Legacy



[4] Statista, 2024

[5] Office for National Statistics, 2024



Workplace checklist for suicide prevention



1

Deploy the R;pple browser extension: R;pple is a digital tool (available to download as a browser extension or through Wi-Fi integration) that can provide immediate support to people searching for harmful content relating to the topic of suicide and self-harm.

2

Allow for flexible working: This is a really effective way to support employee needs, from working part-time and compressed hours to working from home.

3

Organise Mental Health First Aid training for employees: Mental Health First Aiders in the workplace are crucial – they create a network of people who can recognise warning signs, communicate skilfully and support others.

4

Introduce “no-meeting” days: Spending a lot of time in meetings can be stressful and negatively impact productivity. “No-meeting” days give employees space and time to focus on their work, without fear of falling behind.

5

Deploy Champion Health across your organisation: Champion Health provides employees with tools and content to manage their wellbeing, whilst giving employers insight into their people’s health – empowering them to act.

6

Put an Employee Assistance Programme in place: EAPs help employees deal with personal problems through referral to support services, such as counselling.

7

Communications to reduce stigma and share resources: Keep in regular contact with employees, ensuring mental health is openly discussed and benefits/resources are being consistently signposted.

8

Develop mental health policies: Putting policies in place around mental health improves culture and sets the tone for the entire organisation on how mental health is seen and discussed.

9

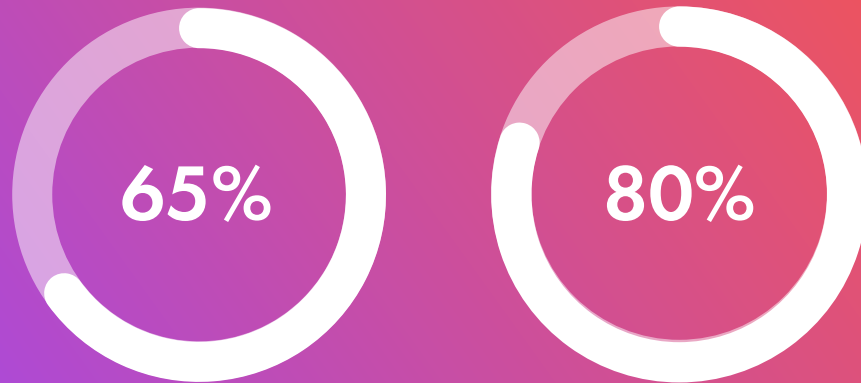
Provide bereavement support: Ensure that bereavement support strategies and processes are in place to adequately help anyone who has lost a loved one to suicide.



Take a breather

The Other Side of Suicide: Loss and Bereavement

Now, let's move on to something that probably doesn't get enough airtime but is equally as important to discuss: suicide bereavement.



People bereaved by suicide are 65% more likely to make a suicide attempt themselves...

...and 80% more likely to drop out of work as a result [6]

In a study conducted by the National Library for Medicine, **over a third of those grieving a suicide loss in the UK reported suicidal ideation**, and 8% had attempted suicide as a direct result of the suicide loss. [7]

Supporting employees and colleagues going through bereavement by suicide is crucial. This data shows they are at risk in many ways, but because they are not the ones who passed away, they can be forgotten or overlooked.

[6] GOV.UK, 2016

[7] National Library for Medicine, 2022

Here's How Organisations can Support

As an employer, it's important to be mindful of the impact that bereavement can have on an individual's wellbeing and productivity.

First and foremost, it is essential employers create a compassionate and understanding work environment. This can be achieved by implementing policies and procedures that allow for flexibility and time off for those who are grieving.

Offering bereavement leave or allowing for flexible working can provide much-needed time for individuals to process their emotions and attend to their personal needs.

Employers can also offer resources and support to grieving employees. This can include access to counselling services, support groups, or even just a listening ear from a trusted colleague.

Fostering a workplace culture that prioritises the wellbeing and emotional health of its employees is imperative. Creating a culture of open communication and empathy can go a long way in supporting those who are dealing with loss.

After all, a supportive workplace not only benefits the individual, but also contributes to the overall success and morale of the entire team.

Alice Hendy

Founder of R;pple Suicide Prevention



Through the Lens of Suicide Loss

To understand suicide bereavement on a deeper, more personal level, we need to talk to people who have experienced it.

A close friend of Champion Health lost her partner to suicide in late 2023, and ever since she has been navigating her way through a new life that doesn't feel real.

When a loved one dies, grief ravages the mind and the body. But when that loss is through suicide, there is an extra layer of a very singular and complex grief.

How can workplaces support someone who is grieving?



Here's what survivor, Lauren Cox, said helped her...

How did your workplace respond to the news of your loss?

They were really supportive and accommodating. Luckily, I have a great relationship with my manager who was aware of my partner's mental health struggles, so she had a good understanding of my personal situation. She was still in shock, though, and just wanted to do whatever she could to support me.

How have they supported you through your loss?

They gave me paid time off for as long as I needed. My manager called me weekly to see how I was coping, with no pressure to return to work. They also sent me the company health insurance details. Longer-term support has included therapy. Unfortunately, people move on and forget, or maybe they are conscious of triggering me or overstepping, so no one really reaches out anymore. But I am able to use mental health days as and when I need them.

What has it been like working while you were grieving?

It's been really difficult. I don't have the same motivation or abilities as I did before. I lost a lot of my clarity of mind and proactivity. My depression and grief have changed my personality - I'm a lot more reluctant to take part in the social aspects of working life, feeling better being in my safe place at home.

What is the number one thing you think organisations should do/offer when an employee has lost someone to suicide?

The paid time off in the early stages was the best support I could have had. I was in shock and grieving - not having to worry about how I'd cope financially meant I could focus on my loss and saying goodbye. I was able to have therapy without financial strain, which was a big help. One thing I would have loved is to be allocated a Mental Health First Aider. It would have been incredibly helpful to have someone to go to on the hard days, not just in the first few weeks but long after the loss.

Support After Suicide Loss

Of course, support will not look the same for every person. Some may prefer to continue working to keep their mind busy, some may need an extended period of time off work or adjusted working schedules. It's important to make sure we are seeing each person as an individual, with individual needs who may require a different approach to what is set out in policies.

It's vital that employers and leaders actively listen to what their people need from them, regularly check in and allow for holistic flexibility. Some days will be easier than others, and some days will be harder. That's why communication and flexibility at work are so necessary.

Knowing where to send people for additional (or longer-term) help is also key. There are so many helplines and charities set up now to support people grieving a suicide loss.

Here are some support services for those bereaved by suicide



Suicide & Co

 www.suicideandco.org
 0800 054 8400



Cruse Bereavement Care

 www.cruse.org.uk
 0808 808 1677



Survivors of Bereavement by Suicide

 uksobs.com
 0300 111 5065



Papyrus

 www.papyrus-uk.org
 0800 068 41 41



A resource for people bereaved through suicide or other unexplained death, and for those helping them.

As we bring this guide to an end, we want to look at one more side of suicide that isn't talked about enough – looking after yourself whilst supporting someone who is actively suicidal.

I write this section from a place of first-hand experience. For most of my adult life, my big sister has been making attempts on her own.

One of the last times she attempted suicide, she messaged me her goodbyes: *"I love you so much, I'm so proud of you, you have grown up to be the beautiful woman I knew you would be."*

I asked her where she was, and where her husband was. I told her I was calling 999. I replied, *"Please don't leave me, I couldn't be here alone without you."*

There was a deafening silence as my phone stopped going off.

But this time, she was safe – physically. Mentally, however, she was on the brink. So, I stayed with her and did everything to make her laugh, talk, and want to live. But truthfully, nothing I did could make her want that.

Loving someone who is actively suicidal is one of the most soul-destroying things you can experience.

No matter how much or how hard you love them, how relentlessly you work to improve their life, heal their wounds, soothe their fears, excite them about the future, if they can't see it for themselves there isn't much you can do.

But when you care for someone, you feel a responsibility towards them. You think there is something you can do, some magic word you can say.

Living in fear that someone you love is going to die is unbearable. For

as long as I can remember, I have been readying myself for that call. Preparing myself for the guilt that would be my life after her.

And with my eyes so laser-focused on my sister, I lost sight of myself.

When you are supporting someone who is actively suicidal, it's all too easy for your health to get downgraded.

The incessant fear drove me to a place where suicide seemed like a viable option for me, too. And that's when I knew that I had to come first. I would always love my sister and be there to help, but I couldn't single-handedly keep her alive. I had to release myself from that responsibility.

It is so important to put your mental health first. Only you must live inside your mind and be with yourself 24/7. If you do not put yourself first, what then?

You cannot be everything to everyone. You cannot even be everything to just one person. But you can be everything to yourself.

**Find out how
to look after
yourself whilst
supporting
someone who
is suicidal**



If you are supporting someone who is actively suicidal, here are some important steps you can take to look after yourself:



Put in boundaries: develop healthy boundaries that you can put in place to protect yourself, your space and your mind.



Consider therapy: having a regular therapist is a great way to get professional advice while focusing on you and you alone.



Lean on your friends: let trusted friends into your situation so that you can have a support network.



Practice self-care & compassion: make sure you are looking after and going easy on yourself mentally and physically.



Do 'you' things: when you can, feed your soul with things that make you feel good, happy and at peace.



Take down time: try to make time for good old, simple rest. Your mind and body deserve it.

Always remember that you can put yourself first, enforce boundaries, and still love and support someone. It doesn't have to be one or the other. It doesn't have to be you or them.



You cannot be everything to everyone. You cannot even be everything to just one person. But you can be everything to yourself.

Always remember that you can put yourself first, enforce boundaries, and still love and support someone.

Melissa Brownlee
Marketing Lead at Champion Health

Starting the Conversation

So, how can we start a conversation with someone we think may be struggling? Here are a few things you could say:

I've noticed you've not seemed yourself lately, do you want to talk about it? I'd love to listen.

I know you are going through a lot lately, and I wanted you to know I am here if and when you want to chat.

Do you fancy going for a coffee and a chat?

Your struggles are completely valid, and I'm so sorry you are going through that.

Is there anything I can do to help?

You are not a burden - I want to hear about how you are and what you are experiencing.

You are not alone, I'm here for you and you matter to me.

Have you looked into seeking help? We can do it together.

Are you sure you're OK?

Workplaces can align with this by encouraging a more open and inclusive dialogue around mental health and suicide, and by creating a culture where discussions about mental health and suicide happen frequently and not just once a year.

Steve Phillip

Founder and Director of The Jordan Legacy



A Letter to Anyone Experiencing Suicidal Thoughts

You may be thinking that people would be better off without you.

You may be thinking things will never get better. You may be thinking you haven't got enough fight left in you or that you don't deserve happiness.

What if we told you none of those things are true?

Your loved ones would be lost without you. They'd rather sit with you and listen to you all day, every day about what is going on than lose you. They would go to the ends of the earth to keep you alive - no matter how much of a burden you think you are. You are not.

Things will get better. That isn't to say that once things are better, they will stay better. Life ebbs and flows and throws ups and downs at us all. The bad times will come back around, but so will the good. There are so many good days yet to come, so many exciting and life-changing experiences are on the cards for you. You are yet to have your happiest moments and to meet all the people who are going to love you.

You might be surprised by exactly what your mind and body can achieve. Even though you are tired, and it is exhausting battling your mind, there will be untapped strength within you to win the war. And besides your inner strength, you can lean on others for theirs. Those who love you will be willing to prop you up when you can't do it yourself.

Finally, you deserve to live a long, happy and fulfilled life. You deserve happiness as much as anyone else. Why wouldn't you? You are a good person who brings so much to the lives of others - even if you can't always see it. You deserve to love and be loved, to go on adventures, to smile and laugh, to have fun, to soak up every single little thing life has to offer. You deserve all this, and you will have it. Just hold on.

This world is better off with you in it. You have purpose, you matter, and you are worthy. Believe that.

If you need support, there are so many incredible organisations and individuals who will listen:



Mind

 www.mind.org.uk

 0300 102 1234



here for you 24/7

SHOUT


 giveusashout.org

 Text 'SHOUT' to 85258




Campaign Against Living Miserably (CALM)

 www.thecalmzone.net

 0800 58 58 58

SAMARITANS

Samaritans

 www.samaritans.org

 116 123

The Stories Behind the Voices



Steve Phillip

Founder and Director of The Jordan Legacy

Steve is a former training consultant turned suicide prevention advocate, following the death of his son, Jordan, to suicide in December 2019. The Jordan Legacy CIC's mission is to be at the forefront of the advancement of mental health and preventing lives being lost to suicide, and to influence a significant reduction in the annual suicide numbers in the UK.



Alice Hendy

Founder of R;pple Suicide Prevention

After her brother, Josh, died by suicide at only 21 years old, Alice founded R;pple - an online monitoring tool designed to intercept harmful online content related to self-harm and suicide. Instead, it redirects users to resources and support.



Harry Bliss

CEO and Co-founder of Champion Health

In 2018, Harry lost his friend and mentor, James, to suicide after a short bout of workplace stress. This loss changed everything for Harry, who had already founded Champion Health. Since then, it has been Champion Health's mission to prevent as many losses as possible.

In loving memory of



Josh Hendy
1998 - 2020



Jordan Phillip
1985 - 2019



John Sullivan
1986 - 2014



James Bedingfield
1974 - 2019



Rachel Griffin
1985 - 2015



**No More Losses:
Suicide Prevention & The Workplace**

CHAMPION
HEALTH