

Youth 1st Partnership Case Study



[Youth 1st](#) support youth groups Fife wide, helping young people & strengthening communities. A keen dedication to worker health, safety & wellbeing has been observed with continual approaches & initiatives being implemented to support workers which in hand, assists them to support others.

As demands & pressure grew throughout restrictions & lockdowns, Youth 1st enhanced their workforce wellbeing provisions as well as sustaining a level of service to others.

• **Flexible Working**

Considering Government guidance & workers personal situations.

• **Everyone has Mental Health**

Reducing stigma & encouraging self care such as transferring existing Mindfulness sessions to online format.

Time away from desk – allowing for physical activity throughout the working day & out with break times.

• **Continued & Enhanced Team Communication**

Across the board & applicable to all from Management board to Youth Workers.

2pm virtual tea break – 30minutes once per week allowing for socialising and fun topics such as mug selection/ favourite movie/show us your home office.

See worker testimonial on next page...

Key Points

- Regular contact with Workplace Team
- Regular contact with Team members
- Use of support services such as [Access to Work](#)
- Team Building exercises
- Workforce initiatives reflecting the Marmot Core Characteristics of [Good Work](#).

Contact Fife Workplace Team to find out how we can assist you with our free & confidential advice:

Fife.hwlfife@nhs.scot

Youth 1st Partnership Case Study Worker Testimonial...



Fife Health
& Social Care
Partnership
Health Promotion Service
Workplace Team

...Youth 1st's support allowed me to continue doing the job I love. I would have been off long term sick otherwise...

Gayle Brown: *I was diagnosed with Myalgic Encephalomyelitis/Chronic Fatigue Syndrome (ME/CFS) 5 years ago. The news was devastating to me & my family. My mental health deteriorated & I was at a loss about how I was going to manage not only my family life but my work with Youth 1st.*

The support I have received from Youth 1st has helped me manage my illness & mental health. My Manager Judith, learned all about ME/CFS so she could support me. I was immediately allowed to be flexible with my hours to allow for rest periods & encouraged to take time off if I needed it.

Judith arranged support from [Access to Work](#) who reviewed what I needed to support me at work. Tailored equipment including a desk, a chair & other resources were funded & I was also supported via workplace coaching sessions which focussed my thoughts positively & helped me with organisation & structure.

Team weekly Tea Breaks & Mindfulness sessions were provided virtually through the pandemic resulting in even better team bonds & improved health, respectively. Judith even provided us with wellbeing boxes at Christmas -a lovely surprise.

Judith & the board have been incredible - supporting me every step of the way. I am so grateful & thankful for everything!

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