

Welcome to the Second Sight Annual HR Masterclass

17th October 2018

The Royal Automobile Club



Agenda



9.05am Opening the day by SecondSight.



9.10am Shelna Sinte will discuss how our biggest assets, our people, are recognised in our organisations with the IIP accreditation. A short case study with Louise Blair, puts achieving the accreditation in to practice.



9.45am In this session, Kate will share how Forster Communications achieved the accolade of Britain's Healthiest Workplace through their wellbeing initiatives.



10.15am Jonathan will share how Kier employees have created a regular savings habit through the use of shareplans, good communication and education. Jonathan will be supported in this session by Darren Smith, YBS Share Plans and Ian Bird, Mybenefitsatwork

10.35am Networking and refreshment break.



10.50am Darren will explain the 4 point definition of financial wellbeing and how employers can design a financial wellbeing strategy that can help eliminate the guesswork



11.20am A very personal story, Jonny and Neil will share their own experiences of mental health issues and why employers can play such an important role in mental wellbeing.

12.25pm Closing of the day, networking and lunch.



The Secondsight Annual HR Masterclass

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Because good people
Make a great business

Investors in People Community Interest Company

Purpose:

To help organisations succeed by realising the potential of their people

For Individuals



For Employers



For the wider community



A few success stories




45% digital business revenues increase
2017




74% staff satisfaction levels
2018



Group turnover increased by 40% year on year



100% response to employee engagement survey



£1m incremental sales in 2017



2.5% Staff Turnover



BASSADONE
AUTOMOTIVE GROUP



38% Headcount increase in the last 10 years

36,496
Hours of learning in 2017



Without doubt IIP has been instrumental in developing robust people processes and procedures at GRAHAM, which significantly contribute to the motivation and engagement of our employees. But more than this, achieving the Platinum Standard has added value to the bottom line of the business through tangible outputs, identified efficiencies and increased productivity.

Michael Smyth
HR Director
GRAHAM

90%

of employees believe
that their manager
encourages them to
improve and progress



DOWNLOAD PDF



GRAHAM enjoys a 33% lower staff turnover
compared to industry average

Investors in People is the Standard for people management.

- The Framework which underpins the Standard is based on 9 key indicators of high performance
- Working towards the accreditation levels is a journey of continuous improvement and benchmarking against the best
- **The Standard tests the alignment between your people management and organisation's ambition. It therefore drives improved business performance**



What does IIP do for you?



Assessment experts providing you with:

- unique game changing data
- insight on your people engagement strategies and processes

Accreditation

Constantly moving and improving



Better leaders - Develop stronger leaders at every level of the organisation.



Feedback You Can Measure - Enhance performance by measuring employee feedback against the IIP framework.



Efficient Structure, Effective Team - Structure brings comfort and ensures sustainable success



Define Your Culture

Strengthen your culture and embed your values to drive decision-making at every level, empowering people to deliver exactly what's needed.



Employer Branding - Attract and retain talented people, a business that genuinely engages with and invests in its people.



Benchmarking - Compare against your industry and peers and secure boardroom buy-in for HR and people strategies by bringing data to the table.

Good companies grow, outstanding ones stay

- Achieve up to **10% increase in efficiency gains** by improving on six out of nine performance indicators
- Build the **right culture** for high performance and adoption of sustainable approaches, correlated with **+16% efficiency gain**
- **Recognise and reward performance**, leading to increase of **+10% in efficiency gains**
- Support **strong and inspiring leaders**, driving **+9% efficiency increase**

Research:

People Management Benchmark 2015 – The Impact of investing in People –

TBR Economic Research Team

Planning for the future

- Target setting
- Ambition



Operational efficiency

- Change management
- Managing for the future



Leadership

- Management behaviour
- Vision and values
- Trust



Talent Development

- Design, agility
- Performance Management
- Motivation and engagement



The Future

Sony's latest five-year plan is focused on the factory of the future and finding a new way of working every day. Without innovation, businesses can't survive, which is why they are committed to keeping their staff informed, engaged, trained, equipped and motivated.



250%



Turnover
increased by
250% in 5 Years



8,500 Hours
of Learning and
Development Annually



**Headcount
Doubled**
in 2 Years



Staff Turnover
is <1%



Anyone who's operating a business or considering starting a business, big or small, should take out some time to look at the Investors in People framework. It does take commitment and investment but the benefits and support are unbelievable. Once adopted, it moves from being an initiative to a way of life and I can't overstate the value. It works. It really does work."

Gerald Kelly, Director of Professional Services

The Performance levels

Developed Level

- Practices and processes are in place
- Understood by the people
- Leader know what is expected of them

Established

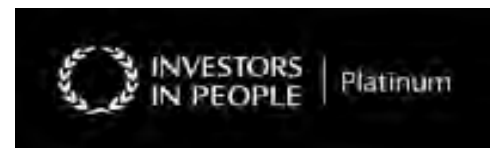
- People and Leaders are actively **engaged in**
- **two-way** engagement in sharing of
- communication

Advanced

- People and Leaders actively **drive positive**
- **outcomes**, taking ownership of the practices and
- processes

High Performing

- People performance management strategies, frameworks, and measurable trends **drive the**
- **continuous improvement** cycle demonstrating
- change or **improvements that result in**
- **Positive outcomes**



Investing in people is not just the right thing to do,

it's the smart thing to do





“Investors in People is a fantastic institute;
the Standard is really progressive thinking.”

Peter Cheese
Chief Executive, CIPD
Sixth Generation Standard Board member

CIPD



International IIP accredited clients

We work operate in over **78** countries and deliver assessments in over **30** languages

Argentina
Australia
Austria
Azerbaijan
Bahrain
Belgium
Benin
Bermuda
Brazil
Bulgaria
Cameroon
Cayman Islands
Chile
China
Cyprus
Czech Republic
Denmark
Egypt

Estonia
Finland
France
Germany
Ghana
Gibraltar
Greece
Hong Kong
Hungary
India
Indonesia
Israel
Italy
Ivory Coast
Japan
Jordan
Kazakhstan
Kuwait



Liberia
Luxembourg
Malaysia
Malta

Mozambique
Namibia
Netherlands
New Guinea

New Zealand
Nigeria
Norway
Oman
Pakistan
Philippines
Poland
Portugal
Qatar
Romania
Rep of Ireland
Russia
Rwanda
Saudi Arabia
Serbia
Singapore
Slovenia

Slovakia
South Africa
South Korea
Spain
Swaziland
Sweden
Switzerland
Tanzania
Thailand
Turkey
Uganda
Ukraine
UK
UAE
USA
Vietnam
Zambia

In good company



View our customer case studies online at www.investorsinpeople.com/success-stories



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IIP – why it's good for us and our people

October 2018

Louise Blair



Where we were....



Stakeholder owned

Open, youthful culture

Ultimately a People Centric
Size
business with.....



Relationship based

Values





Going forwards.....

- ✔ Continue giving a fantastic service to our clients
- ✔ Innovate and keep relevant
- ✔ Enrich our staff
- ✔ Develop great Managers
- ✔ Create “managed” growth



To be recognised as.....



Which is why we chose IIP



Practical



Widely recognisable
achievement



Collaborative



Growth focused



Objective assessment



Impact of the IIP journey

Our IIP journey began in 2014 where we achieved



Now we were on the road of



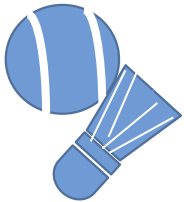
Journey of Initiatives and Improvements



Journey of Initiatives and Improvements



F.O.S.T.E.R



How did it feel?



“The business now works better than ever, we’re a little bigger, better team players and there is so much more engagement between staff and management and we’re all working towards the same common goals. In some ways, I think IIP has helped us achieve this as we’ve had to really look at ourselves.”



Reaccreditation 2017 – the new 6th generation framework with 9 indicators

Context meeting



Interviews – individuals, groups, leadership team

Self Diagnostic



Tour of premises

Survey



Analysis and report





INVESTORS
IN PEOPLE

Silver
Until 2021

..... and shortlisted for the SILVER at the IIP award night in November.



Benefits of the IIP experience

✓ Performance

✓ Culture

✓ Agile workforce

✓ Competent managers

✓ Effective communications



Continue as we mean to go on....

1

Recommendations
from IIP in to practice

2

Reviews

3

Pulse surveys

4

New initiatives

Keep the momentum!!



What IIP means to us

“We feel that Investors in People was the right choice for us. It has provided a clear and focused journey through the process of improvement and growth enabling us to provide an exceptional client experience.”

Roger Brosch, CEO, Foster Denovo





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Health & wellbeing at Forster





Walking the talk

- Our expertise is in using communications to inspire positive change
- We've always tried to be a pioneering employer
- We trial ideas internally
- We're focussed on parity of mental and physical health

Our challenges

20 employees

Limited facilities in building

Out and about a lot

Remote workers

Fee led time

Plans can change rapidly

Small budget

People lose interest

Our approach

Standard

One way communication

Raising awareness of a problem

Telling / informing

One or very limited channels

One message for all audiences

Social marketing

Two way communications

Audience led

Sustained and integrated

Many channels and tools reinforcing messages

Call to action

Messages supported by partners

Segmented / tailored messaging and tools

Encouraging not judging

Influences on behaviour





time to
change

let's end mental health
discrimination

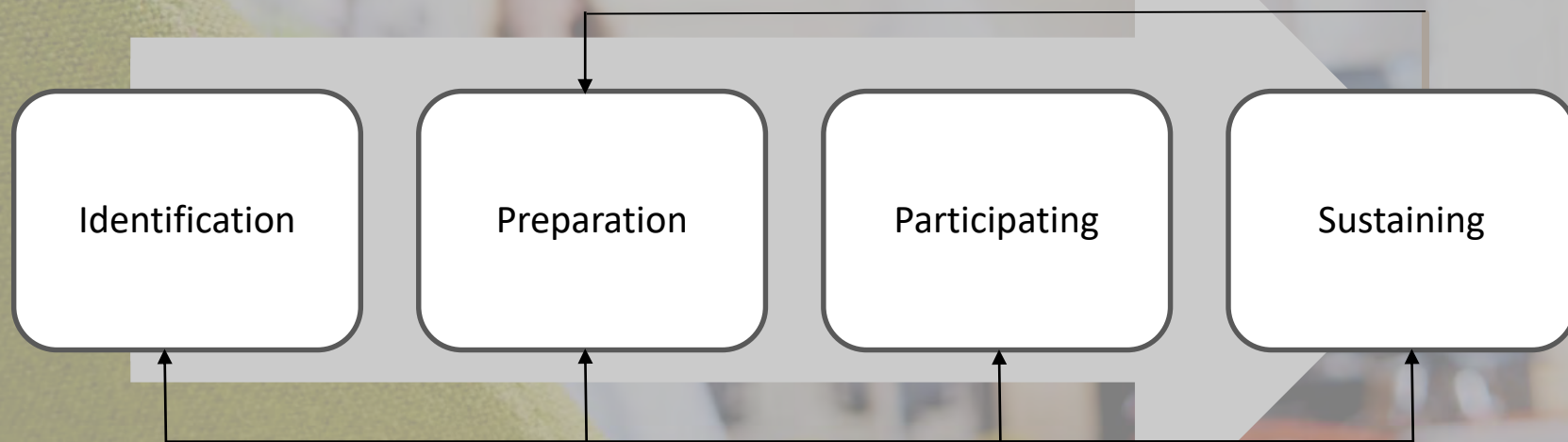


shine
offline



FORSTER
COMMUNICATIONS

Activating change





Fantastic unplastic

Intro Why How Success Stories

Pledge It Now

<p>Sweet temptations</p> <p>Cut back on sugar</p>	<p>Tap it</p> <p>Drink tap, use bottle</p>	<p>Tee time</p> <p>Don't boil-over</p>	<p>Veg out</p> <p>Make meat a treat</p>	<p>Lift share</p> <p>Share unavoidable journeys</p>	<p>On yer bike</p> <p>Pedal your way around</p>	<p>Run in</p> <p>Run to your destination</p>	<p>Tea time</p> <p>Don't boil-over</p>	<p>Tintin</p> <p>Recycle - you know it's good</p>	<p>Two faced</p> <p>Print double sided</p> <p>Pro Only</p>
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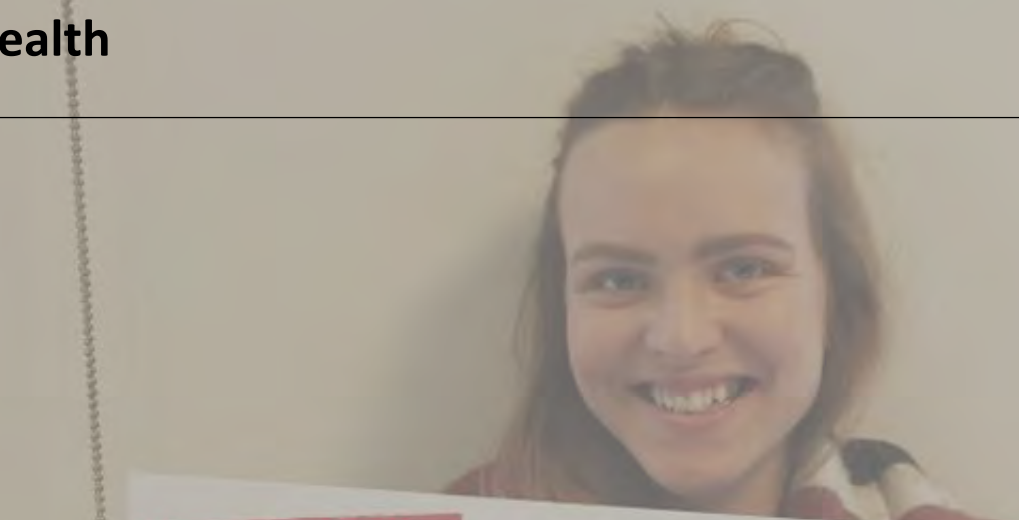
Cycling and walking

On your bike!

FORSTER
COMMUNICATIONS
www.forster.co.uk

30%
employees
regularly
cycle to work

Mental health



2.2

average
annual sick
days p/p

39

average L&D
hours each
year

Don't reinvent the wheel

BUSINESS IN THE COMMUNITY

THE PRINCE'S RESPONSIBLE BUSINESS NETWORK



Mental health toolkit for employers

In association with
 Public Health England

Protecting and improving the nation's health

BUSINESS IN THE COMMUNITY

THE PRINCE'S RESPONSIBLE BUSINESS NETWORK



Reducing the risk of suicide: a toolkit for employers

In association with
 Public Health England

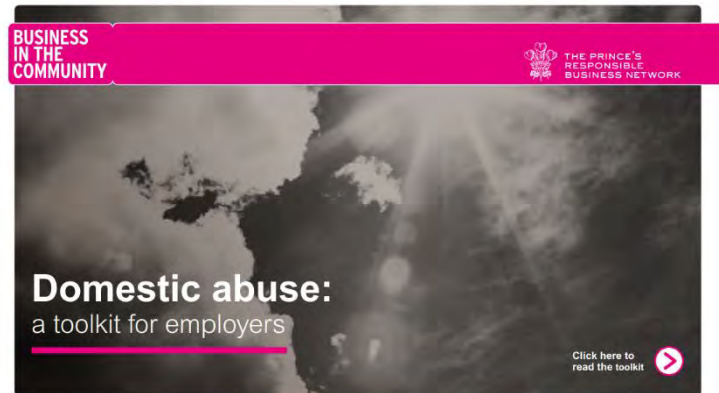
Protecting and improving the nation's health

Supported by



BUSINESS IN THE COMMUNITY

THE PRINCE'S RESPONSIBLE BUSINESS NETWORK



Domestic abuse: a toolkit for employers

In association with
 Public Health England

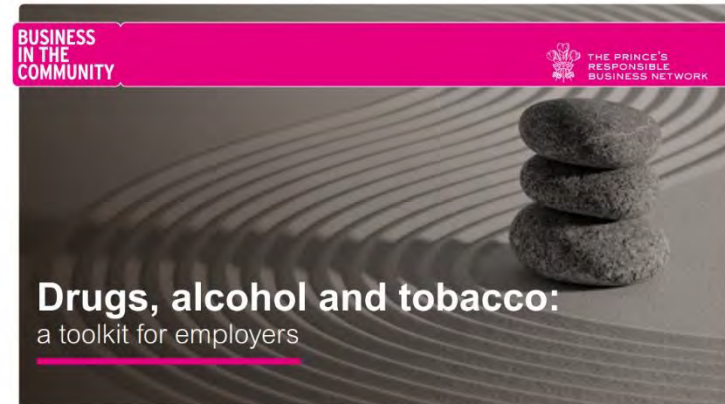
Protecting and improving the nation's health

Sponsored by



BUSINESS IN THE COMMUNITY

THE PRINCE'S RESPONSIBLE BUSINESS NETWORK



Drugs, alcohol and tobacco: a toolkit for employers

In association with
 Public Health England

Protecting and improving the nation's health

Click here to read the toolkit 

Flexible working

87%

feel genuinely supported if they choose to make use of flexible working arrangements

Volunteering



39%
employees took part
in additional
volunteering

Feedback

Annual employee survey

Pulse surveys

Quick 'ping pong' polls

Britain's Healthiest Workplace / Vitality survey

Track and report quarterly to the board

Feedback results and actions to whole team

Ask employees to help suggest and develop solutions

“Feedback is the breakfast of champions. So why would most of us rather go hungry?”

Results

0%

employees reported more than 1 **work-related stress factor**

- control
- managerial support
- peer support
- change
- relationships
- demands

Based on Vitality survey

87%

felt their manager genuinely **cares about their wellbeing**

93%

felt they access and info & education to help them **stay resilient and cope** at work

6.6

extra days productivity per employee than our sector average*

**based on our average Vitality age result being 31% lower than our sector average*

There's no one size fits all

- It must be audience led. Barriers and influences will be different for every organisation

Small vs big

- We're an SME but there are ways to scale up

It doesn't have to cost the earth

- Tap into exiting tools and resources

Design for the majority

- There will always be people who game the system, but if you design around the minority then it won't have the same impact

Questions?

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Enhancing financial wellbeing through company Share Plans

Ian Bird
Founder, Mybenefitsatwork, Second sight

Darren Smith
Share Plan Consultant, YBS Share Plans

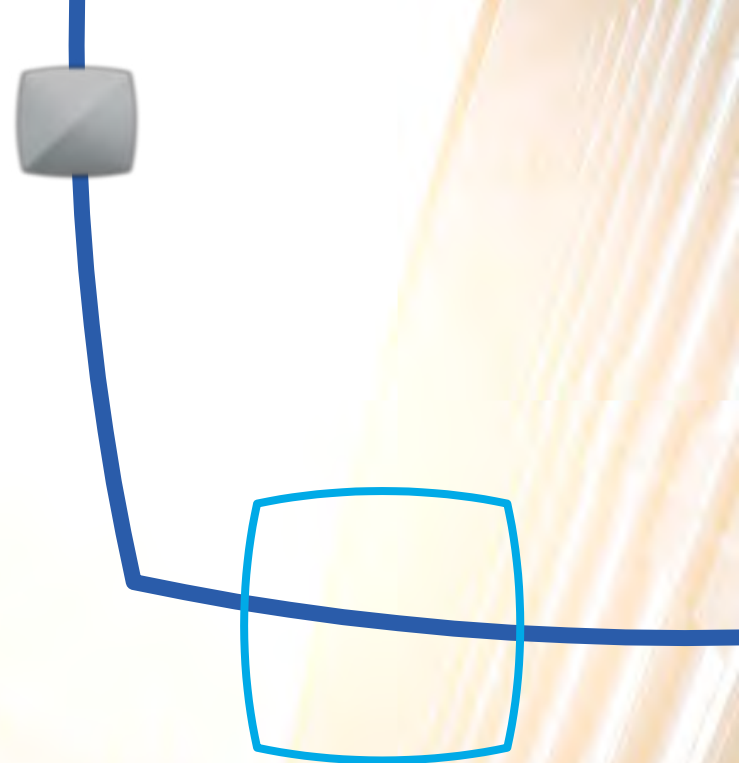
Jonathan Sturman
Governance Manager, Kier Group plc



A little bit about ybs share plans

PART OF YORKSHIRE BUILDING SOCIETY GROUP

- **“Simply brilliant” at mortgage and savings**
- **“Real help with real life”**
- Mutual
- Positive customer outcomes



Why do employers provide share plans?

- Shared ownership - great way of connecting employees and employer
- Reward employees
- Aids retention
- Track record of success
- Significant contribution to employee financial wellbeing
- 46% own shares in their employing company. Many for at least 5 years

Research,
Listen,
Communicate
and Educate.



What different types of share plans are there?

All Employee

- Sharesave
- Share Incentive Plan

Discretionary Share Plans

- LTIPs / CSOP
- DBP
- Many more

Research,
Listen,
Communicate
and Educate.

A SAVINGS HABIT...

- 35% only savings
- 65% would otherwise spend their contribution
- 24% can only plan for the next few weeks

Source: SAYE survey, Leeds and Durham University Business Schools, published in 2016.



SAYE is providing a gateway to savings and for some could be considered a savings lifeline.

Dr Andrew Pendleton,
Durham University.

Kier Group plc

Jonathan Sturman

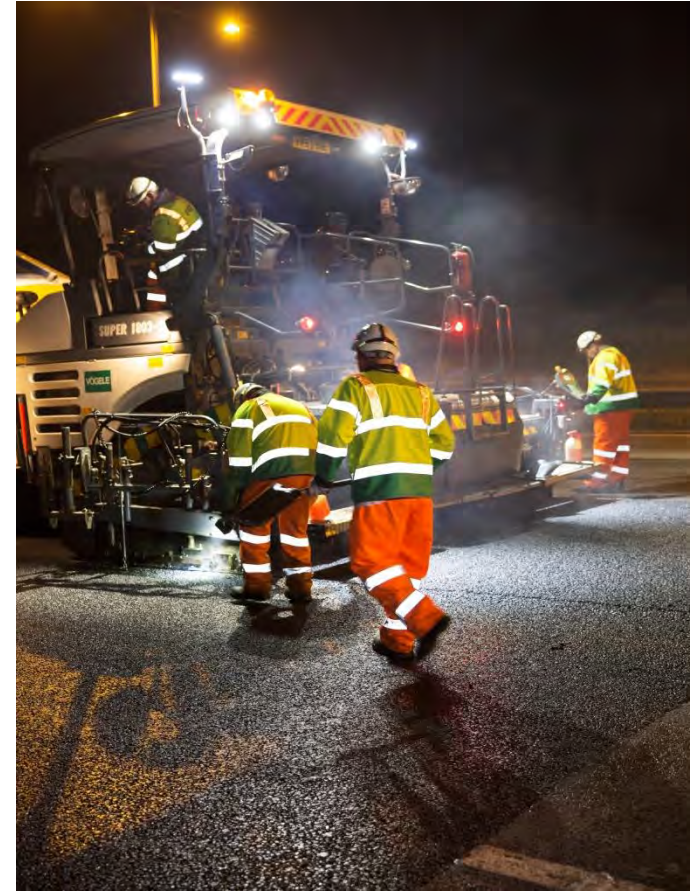


Case study

How Kier has changed its Share Plans offering...

“A mixture of Share Plans are a key part of our benefit offering”

- What do we do?
- 17,000 employees
- All Employee and Discretionary plans
- Why we offer Share Plans as a benefit?

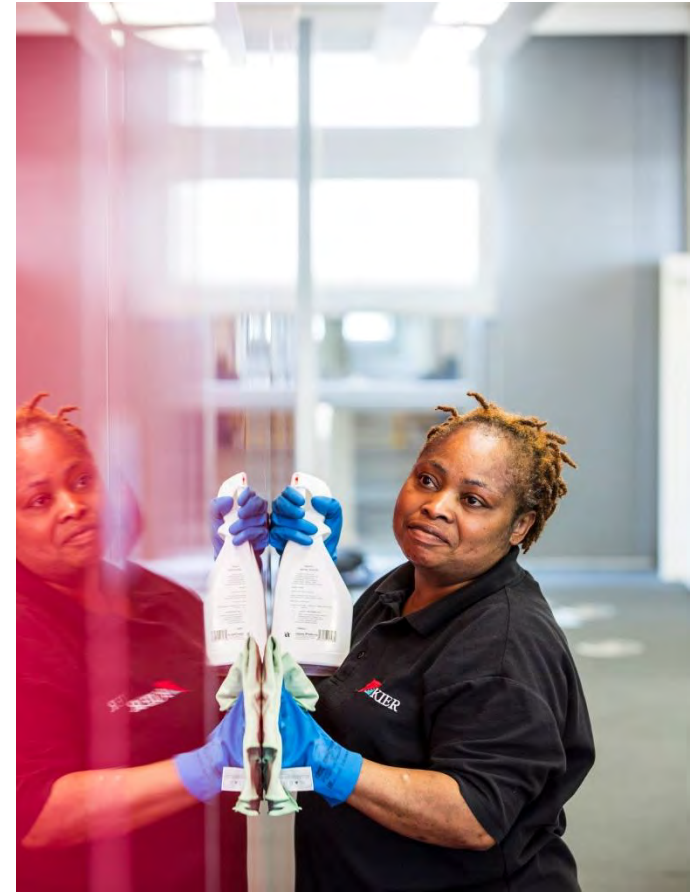


Case study

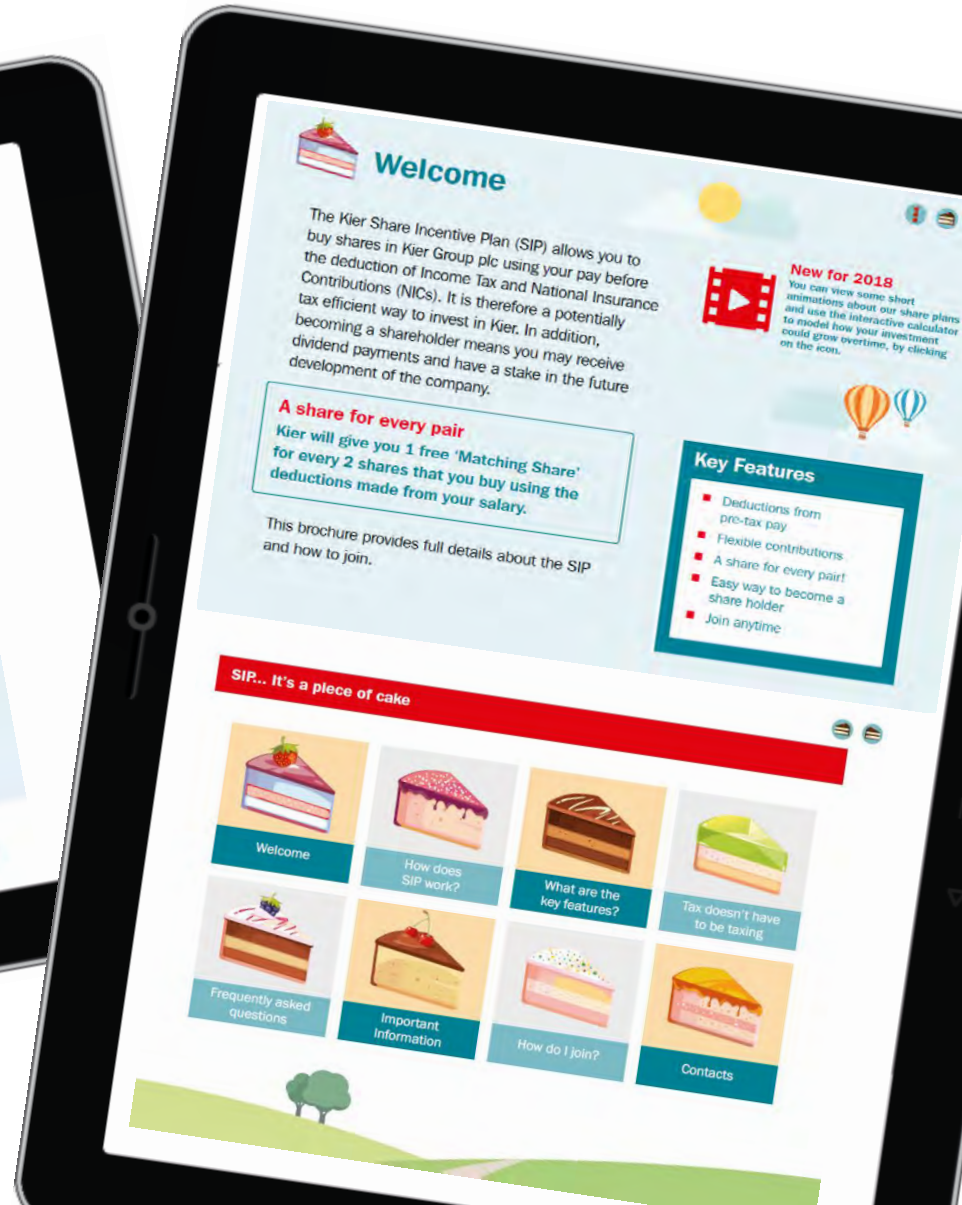
Employee feedback...

- Confused between Sharesave and SIP
- Want more interesting information – Don't understand a lot of it
- “Show me something interesting and easy to read”
- “Why is SIP so complicated?”

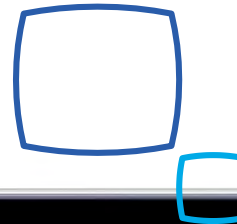
Research, Listen, Communicate and Educate.



New exciting comms!



Sharesave



An example

If you save £100 per month and the fixed Option Price is £11.55



This example is provided for illustrative purposes only. Share Prices can fall as well as rise. If the share price is lower than the discounted Option Price when the plan matures you can simply choose to take a refund of all your savings.

SHARESAVE 2018

Manager's Briefing Pack QUESTIONS & ANSWERS



Have your own slice of Kier with the Kier Share Incentive Plan (SIP)



**BENEFIT
OF THE MONTH**

Did you know you can buy shares?

The SIP allows you to do just that, with flexibility to buy shares up to £100 per month.

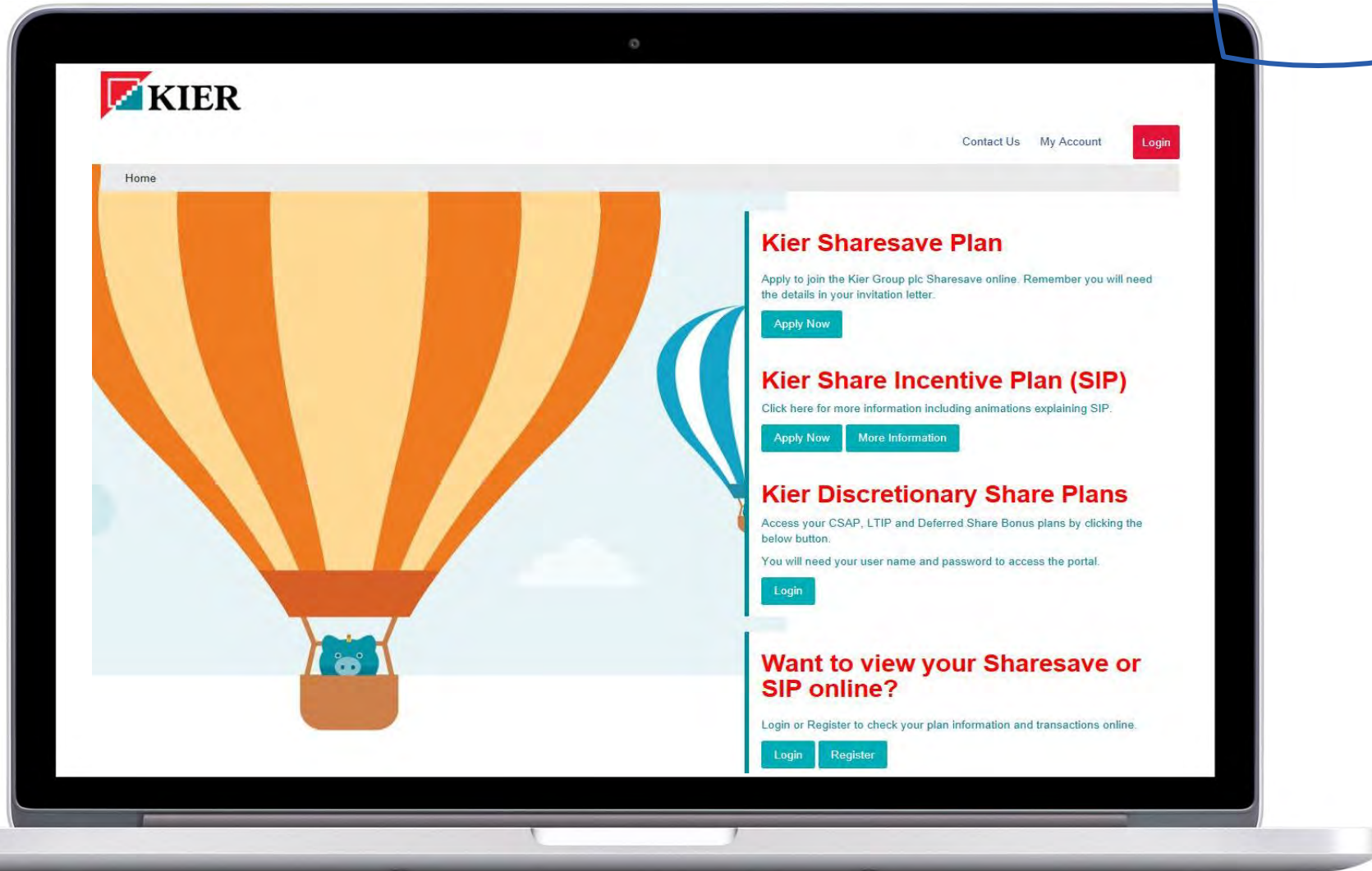
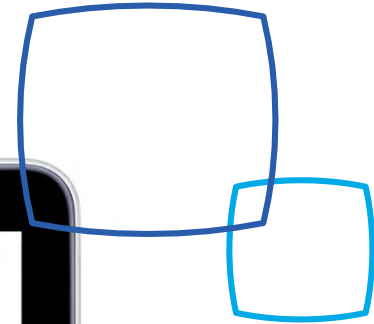
What is even better is, for every two shares you buy, Kier will give you one share for every pair.

For more information, visit your Kier Benefits portal at www.benefits.kier.co.uk or scan the QR code to access short videos explaining how the SIP works.



Kier Group

ONLINE ALL IN ONE PLACE



Employer branded



Welcome

Sharesave

Share Incentive Plan (SIP)

Your Money Matters

COLLAPSE

Welcome to the Kier Share Plans Hub

In recognition of the importance of saving and investing for the future, we've made available a number of different share plans to provide you with the opportunity to share in any future success of our company.

These savings and investment plans offer certain advantages to you, as an employee, which are not available to other investors.

To help you understand the differences between the plans and the advantages of joining them, we've created this website. Feel free to navigate, watch the short animations, play with the calculators and find out the benefits of buying shares in our company – it's not as complicated as you might think.

This website will help you make informed decisions on whether or not you should take advantage of these plans, but ultimately the choice is yours!



Hello

Welcome to the Share Plan Hub, where you'll find lots of useful information about our Sharesave and Share Incentive Plan. You'll also find some useful articles that will help you make the most of your money under 'Your Money Matters'. We'll be adding additional content over the coming months, so keep an eye out.

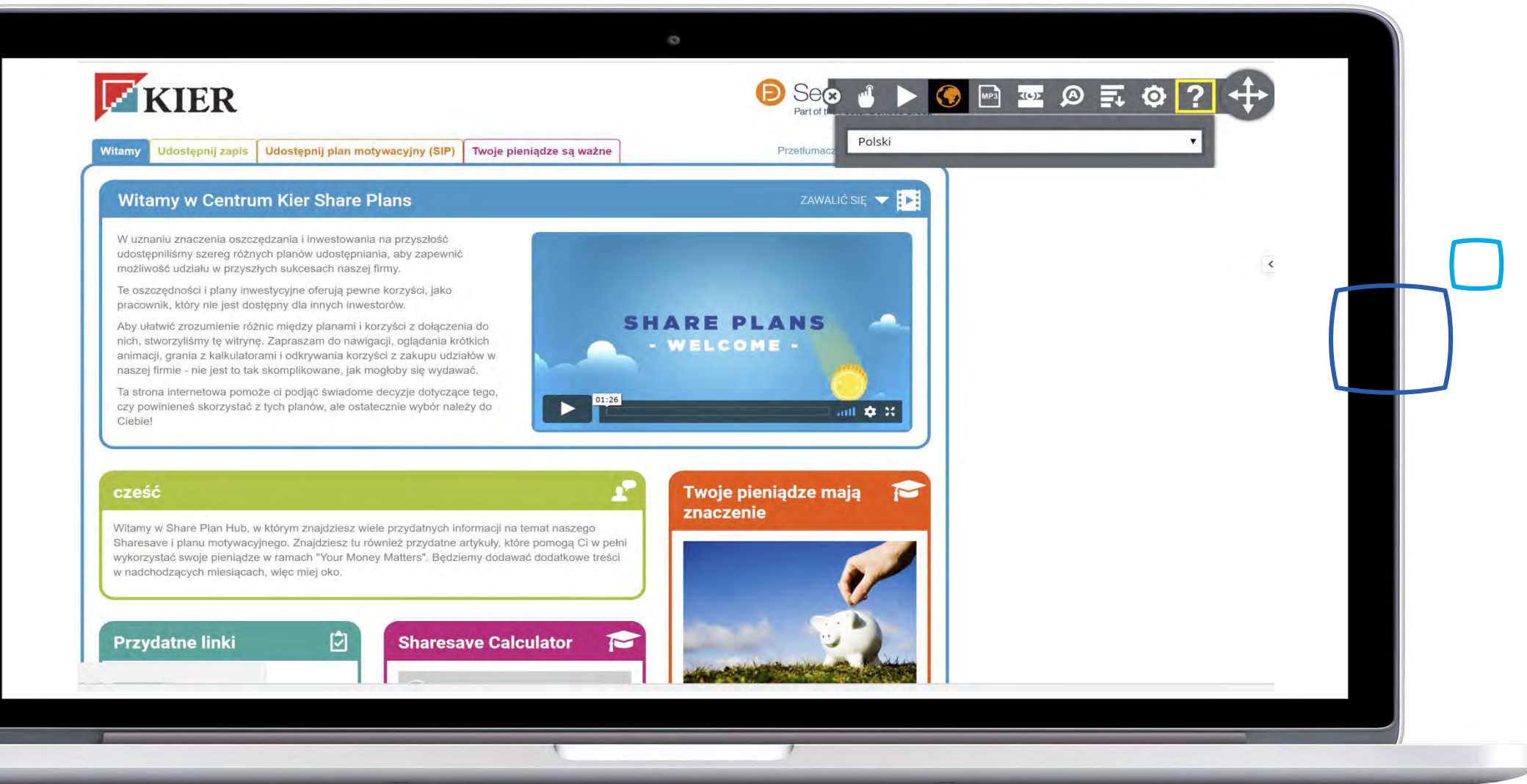
Your money matters



Useful links

Sharesave Calculator

Change the language



Useful tools

Monthly Savings Amount



Maturity Share Price Change



Term (Years)

3 years

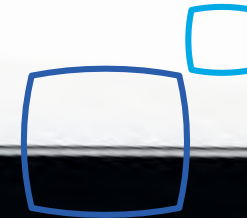
Option Price	
Share price at launch (before 15 % discount)	£9.8300
Total savings for period	£11.5647
Projected share price at maturity	£7,200.00
Maximum number of shares purchased	£17.347
Total purchase cost	732
Value of maximum purchased shares	£7,195.56
Purchase cost without discount	£12,698.00
Value of discount	£8,465.36
Surplus savings after purchase (if applicable)	£1,269.80
Potential profit	£4.44
	£5,502.44

To discover the potential benefits of Sharesave in more detail, please watch the video on this page and visit the [FAQs page](#).

Notes:

- Projected share price at maturity is based upon the latest offer Option Price and your selected Maturity Share Price Change
- Potential profit does not take into account taxation. If you want to understand how taxation could apply please visit the [Taxation page](#).
- Option price as applicable to 2017 Sharesave offer

FINANCIAL EDUCATION MODELS



Welcome

Sharesave

Share Incentive Plan (SIP)

Your Money Matters

[Translate/read this page](#)

[Introduction](#) | [Getting started](#) | [Living within your means](#) | [Is your credit score costing you money](#) | [Understanding the impact of APR](#)

[Think about your loved ones](#) | [Write a Will](#) | [Mortgage and Interest Rates](#) | [How to be tax efficient](#) | [Will the automatic enrolment contribution increase affect you](#)

Is your credit score costing you money?

Credit scores are big news. That's because they really matter.

When you apply for unsecured credit, such as a personal loan or credit card, the first thing the bank will look at is your credit score. With so much hinging on that number, it's vital to know what you're seeing and what it means for your credit applications.

What is a credit score?

Your credit score shows how good you are at managing your finances. Every lender has a unique credit checking process, so the results will vary. The information on your credit report is used, in combination with a range of other data, to generate your credit score and assess whether to accept your application.

What affects your credit score?

Your credit score is impacted by a range of factors including:

- Current credit: Active accounts show lenders how well you manage your finances



All your benefits on one site



- Welcome
- Pensions
- Protection Benefits
- Well-Being
- Sharesave
- Share Incentive Plan
- Share Incentive Plan
- Other Benefits
- Financial Education Programme
- Financial Concierge
- Sickness Policy
- Bespoke Content
- Your Money Matters

Translate/read this page

Search the web:

GO



Welcome to the Level 3 YBS Employee Benefits website

COLLAPSE

This site has been specially designed to provide you with information on the benefits that we offer to you.

You can use the site to find out more about the pension scheme we operate, the level of contributions we'll make into your pension and how you can start planning effectively for your retirement.

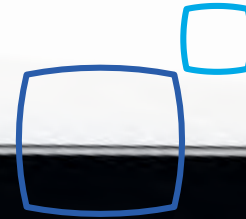
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In addition to your pension we also provide you with [Protection](#) and [Other](#) valuable benefits. You can find out more about your benefits by visiting the relevant areas of this site.

This site is provided by Mybenefitsatwork on behalf of SecondSight. If you have any queries regarding your share plan that are not covered within the content of this site, then you can contact HR@level3-YBS.com. Information contained within this website is subject to the UK regulatory regime and for use by employees of Level 3 YBS only.



Financial wellbeing score



Home / Financial Wellness Score

Introducing the Financial Wellness Score

Understanding our finances can be stressful. And it's no wonder. When it comes to our finances, there's a lot of information out there, including; where our money comes from (salary), taxes and expenditure, planning and saving. Drill down further and there's even more information relating to these areas; annual allowances, higher rate tax relief, mortgage types, interest rates for loans and savings, the list is endless.

46% of all UK adults report low knowledge about financial matters

Source: [FCA Financial Lives Survey 2017](#).

But understanding your finances doesn't have to be complicated. All of us have some form of financial knowledge, and with the right information and support, this knowledge and your confidence surrounding your finances can improve. Resulting in a sense and feeling of greater financial capability, freedom and wellbeing.

Level2 YBS, understands the importance of financial education and employee wellbeing, which is why they have implemented and offer you the chance to understand your own financial wellbeing through the financial wellness score.

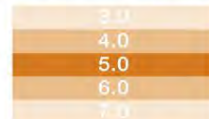


The Financial Wellness Score

You will receive a personal report which is not shared with your employer, giving you some insight into your financial situation and suggestions on actions you might wish to consider.

Get an insight into your score today by taking the survey by clicking [here](#).

Your personal
financial wellness score



The financial wellness score is a valid and reliable measure of a person's financial wellness. It measures the perceived financial distress / financial wellbeing based on the answers you have given in your financial wellness survey.

ANALYTICS ESSENTIAL FEEDBACK

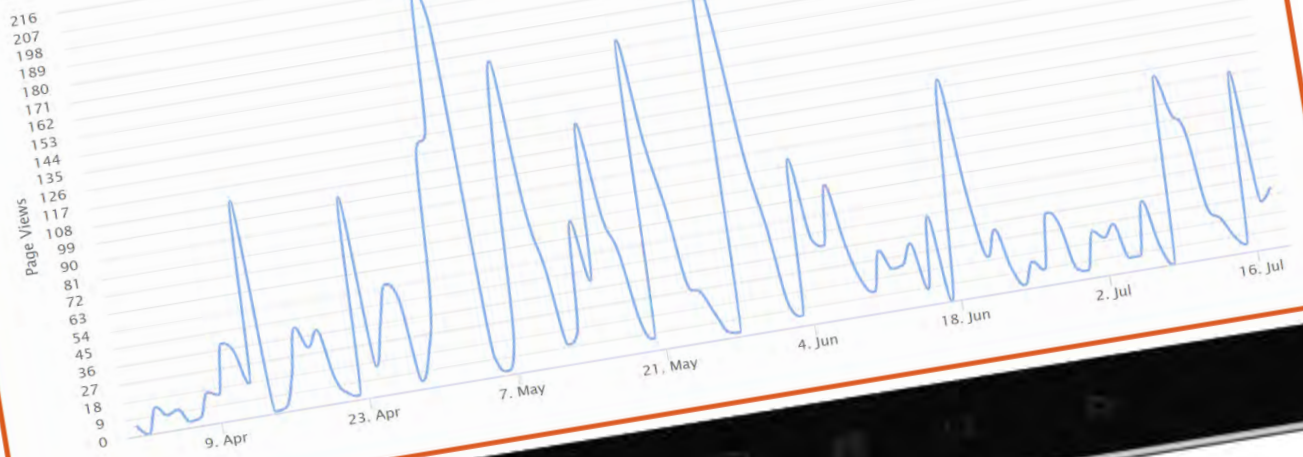
The employee benefits people
Multi-award winning specialist advisers for the corporate and charity sectors



1 Apr 2018 - 18 Jul 2018

Number of visits on customers websites

Visits of Kier ▾



HR PORTAL



*Working together
to improve member
outcomes...*

Questions?

Restrictions on Use/Disclosure Information and Data

Restrictions on Use/Disclosure Information and Data

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The Financial Services Compensation Scheme (FSCS) Important information about compensation arrangements.
We are covered by the Financial Services Compensation Scheme (FSCS). The FSCS can pay compensation to depositors if a building society is unable to meet its financial obligations.

An eligible depositor is entitled to claim up to £85,000. For joint accounts each account holder is treated as having a claim in respect of their share so, for a joint account held by two eligible depositors, the maximum amount that could be claimed would be £85,000 each (making a total of £170,000). The £85,000 limit relates to the combined amount in all the eligible depositor's accounts with the building society, including their share of any joint account, and not to each separate account.

Yorkshire Building Society (YBS) also operates under the trading names of Chelsea Building Society, (CBS), Norwich & Peterborough Building Society (N&P) and Egg. YBS is a participant of the FSCS. Therefore, depositors with any of YBS, CBS, N&P and Egg have an overall limit of £85,000 under the FSCS. Any total deposits you hold above the £85,000 limit between these brands are unlikely to be covered.

Accord Mortgages Limited is a wholly owned subsidiary of YBS. Accord has offset mortgage products where the customer's deposits are held on behalf of Accord by YBS. Accord offset depositors are therefore also covered, (along with CBS, N&P and Egg depositors) by YBS being a participant in the FSCS. There is no additional protection for depositors with Accord Mortgages Limited.

For further information please call us on 0345 1200 100 or visit the FSCS website www.FSCS.org.uk.

YBS Share Plans is part of Yorkshire Building Society.

YBS Share Plans, Yorkshire House, Yorkshire Drive, Bradford, BD5 8LJ • ybsshareplans.co.uk

References to 'YBS Group' or 'Yorkshire Group' refer to Yorkshire Building Society, the trading names under which it operates (Chelsea Building Society, the Chelsea, Norwich & Peterborough Building Society, N&P and Egg) and its subsidiary companies.

Yorkshire Building Society provides share plan trustee and administration services, including deposit taking, in the UK and subject to English law and regulation. We are not responsible for share plan deposits held by local savings carriers outside the UK.

Yorkshire Building Society is a member of the Building Societies Association and is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Yorkshire Building Society is entered in the Financial Services Register and its registration number is 106085. Head Office: Yorkshire House, Yorkshire Drive, Bradford, BD5 8LJ.

All communications with Yorkshire Building Society may be monitored/recorded to improve the quality of their service for your protection and security. Calls to 03 numbers are charged at the same standard network rate as 01 or 02 landline numbers, even when calling from a mobile.

second sight

Second sight is a trading name of Foster Denovo Limited, which is authorised and regulated by the Financial Conduct Authority.

The journey to employee financial wellness

Darren Laverty



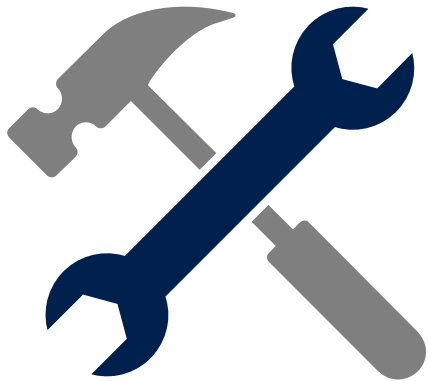
"This book helps to highlight the importance of workplace financial education" Baroness Ros Altmann, CBE

MAKE THEIR MONEY COUNT

**How To Run An Effective Workplace Financial Education Programme:
An Employer's Guide**



DARREN LAVERTY



Tools

v



Strategy

The Definition of Financial Wellness



1

Income



Outgoings

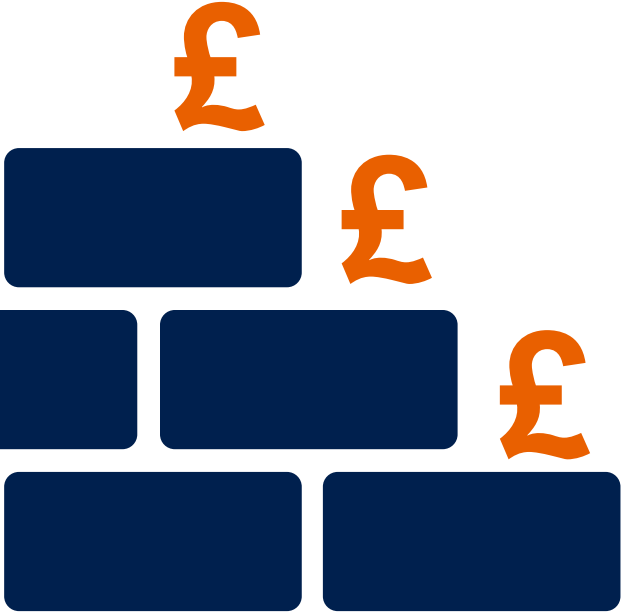
To be living within your financial means

2



A manageable level of financial stress

3



To have solid financial foundations



4



Future focused objectives



S

Survey

S

Select

S

Segment

S

Strategy

S

Signpost

Signpost

Survey

Select

Segment

Strategy

The
Financial
Wellness
Creation
System™

S

Survey

T

Taster

R

Reporting

E

Enlighten

S

Score

S

Steer

The Financial
S.T.R.E.S.S
Appraisal™



Offer for today

"This book helps to highlight the importance of workplace financial education" Baroness Ros Altmann, CBE

MAKE THEIR MONEY COUNT

How To Run An Effective Workplace Financial Education Programme:
An Employer's Guide



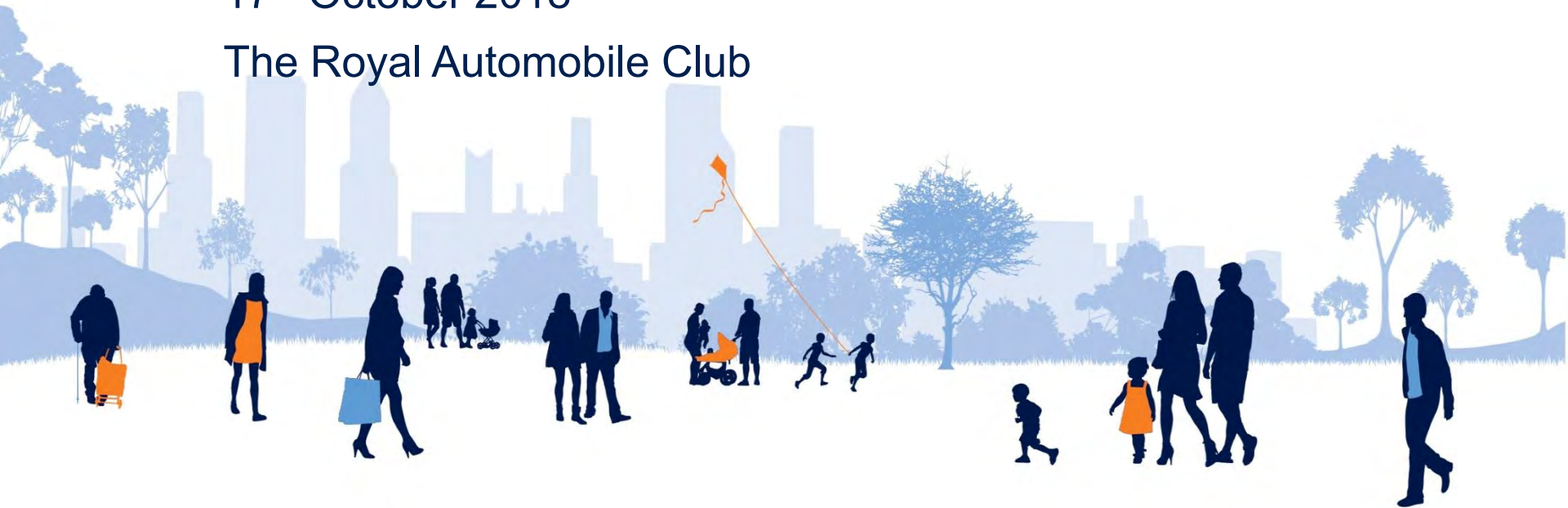
DARREN LAVERTY

The Personal Financial Wellness Survey 

The Second Sight Annual HR Masterclass

17th October 2018

The Royal Automobile Club



The Journey To Hope, Recovery & Beyond

Jonny Benjamin MBE

&

Neil Laybourn

Jonny's Story







CLINICAL DETAILS

Consultant .PSYCHOLOGIST

Patient Name Mr J. B. Benjamin

D.O.B. 31.1.87

Date 17.11.92

Dear Sir or Madam,

I shall be grateful if you will see this young boy, who has had sleeping problems on and off since about May of this year.

Initially the problem was that he went to bed without any problem between 6.30 and 7 p.m. However, he did not sleep and waited for his mother to go to bed and then tried to get into bed with her.

If he feel asleep at that stage, he woke between 1 and 2 and then went into the parental bed.

A Health Visitor has been working with the family with no progress.

Mother, on closer questioning, said that the problem possibly started in January of this year, following a bad nightmare. This occurred on only one occasion.

She is becoming extremely desperate and perhaps you can help her.

Yours sincerely







DEPARTMENT OF CHILD & ADOLESCENT MENTAL HEALTH
Direct Line: 020 8869 2168 Fax: 020 8426 6359

Northwick Park Hospital
Watford Road
Harrow
Middlesex
HA1 3UJ

Our Ref:
30th July 2004

Tel: 020 8864 3232
Fax: 020 8869 2009
DDI: 020 8869

Instructions	Tick Appropriate Box	Org Signature
Mr/Ms/Ms/Ms		
Mr/Ms/Ms/Ms		
Mr/Ms/Ms/Ms		
File	<input checked="" type="checkbox"/>	AV

09 AUG 2004

Dear

Re: Jonathan BENJAMIN

I reviewed Jonathan on 8th July following an urgent referral from yourself. I assessed him in the presence of two of my colleagues, Tony Lewis, CAMHS Nurse Specialist, and Maddie Mills, CAMHS Social Worker.

Jonathan remained at ease and was able to communicate quite easily with us. He described being forced to see you following a bout of being very low in mood. He described feeling "depressed" since 2001. Although he could not remember what exactly precipitated the onset of this depression, he said that in the last three years he has felt low in mood on and off, however, in the last few months he seems to persistently feel depressed.

In the last year he has had a few incidents which he himself worrying, such as he lost his entire portfolio of art work on the train and subsequently felt so bad about it that he tried to hang himself in the toilet. No one was aware of this incident and he managed to keep himself safe until he felt better.

Again last summer, he went on holiday with his best friend to Spain, however, reports that his best friend bullied him and made it impossible for him to stay and therefore had to come home early.

It is incidents like these that Jonathan tends to keep ruminating about, which only make him feel a lot worse. Presently there are times where he goes down to the kitchen late at night and removes the kitchen knife from the drawer and holds it against his chest, not quite in an attempt to harm himself, but to be able to feel what it might like to actually commit this act.

On discussing his bouts of low mood, he described it as "lasting some times for hours, but then again it could go on for 2 or 3 days at a time". It happens only when he is left on his own and feels a lot better when he is with friends or family. There appears to be huge problems with his self-image; "I hate myself" he feels his nose and ears are distinctive and does not like his image because of these. Other than this, the only other precipitating factor appears to be the fact that







Neil's Story





What happened
next for Jonny

LONDON BOROUGH OF LAMBETH
SOCIAL SERVICES
190 KENNINGTON LANE
LONDON
SE11 5DL

NORTH APPROVED SOCIAL WORKER SERVICE TEL: 020 3228 7207 FAX: 020 3228 7214

24.	Receiving Hospital and Ward:		
Hospital:	Crompton Hosp HARROW		
Ward:	Blyton ward		
25.	Outcome of assessment and details:		
Section 2:	Section 3:	Section 4:	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Section 136:	Section 135:	Informal:	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Not Admitted:	Guardianship/Section 7:		
<input type="checkbox"/>	<input type="checkbox"/>		
Details:			
26.	Not detainable under Section:		
Details:			



Dear Sir Paul,

I have tried to start this letter a hundred different ways but I just can't find the right words to tell you what I want to say.

I have sat here for six hours now. Trying to begin. But what does that matter...

In those six hours, 7,248 children have died.

But it doesn't stop. By the end of today 26,000 children will die. And the same tomorrow. And the day after. And its poverty, disease, hunger-things that, and I cant believe I'm writing this-we have the power to stop. And I know you've heard this all before, and I know you've done things to help make a change...but we need to save humanity don't we?

Look, I want to apologise-I'm not a politician, I'm not a celebrity, I am just a simple man. A 22 year old student who might not have the words, the voice, the power to do very much but who has a passion, a belief, and a commitment to do something.

So please, all I ask is for just a couple of minutes of your time to read this.

I wont list you the facts, you probably know them already, and I wont try and move something in your heart, its probably been moved before. What I want to do is just show you a vision that I have.

There's so much we can do. Why can't we raise the taxes, and yes, I know what you're thinking, "I already pay too much tax", but I'm just talking by 2p.

2 measly pennies. My 2ps just sit in the bottom of my wallet for months.

And if the 40 or so million of us in the UK who pay tax were just to add 2p more, that's £800,000 to spend.

OK, so that's not enough-well what about £2?

How many of us spend £2 a week, maybe even a day, on things they can live without? I'm talking about chocolate, or a magazine, or that pack of cigarettes, or a CD, or an item of clothing you buy to make you feel better about yourself but surely you'd feel so much better if that £2 went towards saving someone's life?

Well if the 40 or so million of us put that £2 extra in a year, that's £80 million pounds.

I mean still that's not enough but if the USA are involved, where over 200 million people pay tax a year, that's £400 million.

And why can't the European Union countries do the same, I mean not all of them, just the ones that can afford it? This tax could be voluntary? You just tick a box if you want to put £2 in or

is to spend every single year to stop poverty and

t Asia, which has the largest population of all the

ere in London in 2012 didn't they? Is the £2
re a single life?

s all I keep hearing, and yes we're in a crisis and I
I to sleep in and a meal on our tables. Of course,
r and disease here in the Western World too, but
in the Third World. How can we share the same
Worlds?

re way we spend it.

the USA. People in the Third World have
phone or even know what an I-pod is. Yet we
a 32 inch plasma going to really change your life?
e to be built for a family of children in Africa who
to get an education. Now surely that's better

didn't even get eaten. An average American
a year, and worst of all almost *half* the food in
India's 1 billion population go hungry. Now tell
ood shelters in every city in every nation, where
go to deposit the food they otherwise bin.
will go without food tonight alone.

tisements in the USA. Most people I know
they are able to, simply fast-forward them. \$50
n't change anything, only actions will.

ources right here that can be put on the next

st £5...every 30 seconds another child dies

ren die every day from the disease.

forms that children here grow out of and don't
hoolchildren have never stepped into a
ation. Everyone deserves the right to be

ave £2 that's





Pill After Pill: Poems From A Schizophrenic Mind by Jonathan Benjamin

Pill After Pill poetry [Twitter] [Facebook] [LinkedIn]

Jonny Benjamin 1

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Mental Illness: Your Recovery

0:02 / 14:34

Mental Illness: Your Recovery

18,959 views 3 years ago

A short film detailing what I found useful in my recovery from schizoaffective disorder.

*Something I forgot to mention: in moments of despair, go and do the dishes! Fill up your sink with hot water and washing up liquid, then start washing your plates. I was told this tip in hospital and there's something very therapeutic about it (plus it gets the washing-up done!) See the soap suds as your thoughts/moods which you are washing all away. ...

[Read more](#)

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Poetry

During a long stay in hospital after being diagnosed with schizoaffective disorder I began writing poetry. Many of the poems from my book 'Pill After Pill' were written at that time. Some of these poems are:

Can you help find the man that stopped me?



My name is Jonny Benjamin and 6 years ago at around 10am on 14th January 2008

I tried to take my life on Waterloo Bridge.

A total stranger came and spoke to me. He gave me hope and inspired my recovery.

Unfortunately I was so distressed I can't remember much about him, other than he was in his early twenties and on his way to work but I want to find him and thank him.

- Can you help me?
- Maybe you know him or remember your friend or colleague talking about it at the time?
- Maybe you were walking past and remember some detail about him?
- Could you share this with your friends/ colleagues?

I'm calling my campaign 'finding Mike' although I'm not sure that's his name.

If you know anything then please email findmike@rethink.org
Tweet #findmike or visit www.rethink.org/findmike

Supported by the charity Rethink Mental Illness www.rethink.org

Daybreak
08:14



94 pieces of broadcast and national daily print coverage – UK and international, seen by over 300 million



**Within days hundreds of messages & emails
had been received. There were 38 leads...**



What happened
next for Neil

Neil Laybourn

Director of Elite Tribe Fitness







[Redacted search bar]



Like



Comment



Share



[Redacted name] shared a link.

15 January 2014 ·

Can you help find the man that stopped me?



My name is Jonny Benjamin and 8 years ago at around 10am on 14th January 2008 I tried to take my life on Waterloo Bridge. A total stranger came and spoke to me. He gave me hope and inspired recovery. Unfortunately I was so distressed I can't remember much about him, other than he was in his early 40s and of average build but I want to find him and thank him.

- Can you help me?
- Maybe you know him or remember your friend or colleague talking about it at the time?
- Maybe you were walking past and remember so detail about him?

Could you share this with your friends/ colleagues?

I'm calling my campaign 'finding Mike' although I'm not sure that's his name.

If you know anything then please email findmike@rethink.org Tweet #findmike or visit www.rethink.org/findmike

Help find the stranger who saved this man's life

A man is searching for the kind stranger who persuaded him not to jump off a bridge into the River Thames in 2008.

metro.co.uk

The Reunion

What happened
next *together*







THE STRANGER ON THE BRIDGE

MONDAY 4TH MAY
9:00 PM

DIRECTOR
SAM FORSDYKE

EXECUTIVE PRODUCER
RICHARD BENTLEY

DIRECTOR OF PHOTOGRAPHY
FRANKLIN DOW

EDITOR
LIZZIE MINNION

PRODUCERS
NATASHA COLEMAN
JONNY BENJAMIN

PRODUCTION MANAGER
NATALIE SHELTON

ORIGINAL MUSIC BY
BENJAMIN & DRU MASTERS









Beyond

Shame

Beyond

Stigma

Breaking down walls surrounding

young people's mental health



THIS CAN

HAPPEN.

2018

THIS CAN

HAPPEN.

2018

CONFERENCE

20 November 2018

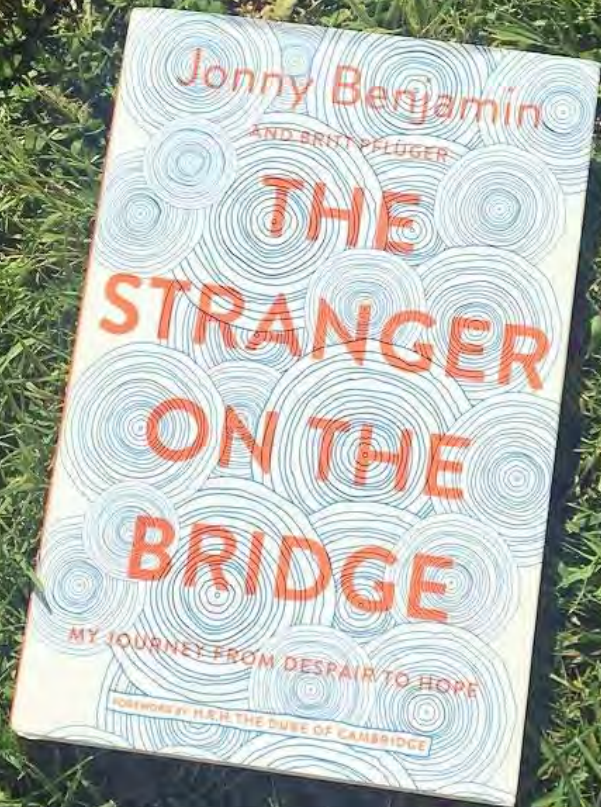


ALLEN & OVERY



Linklaters





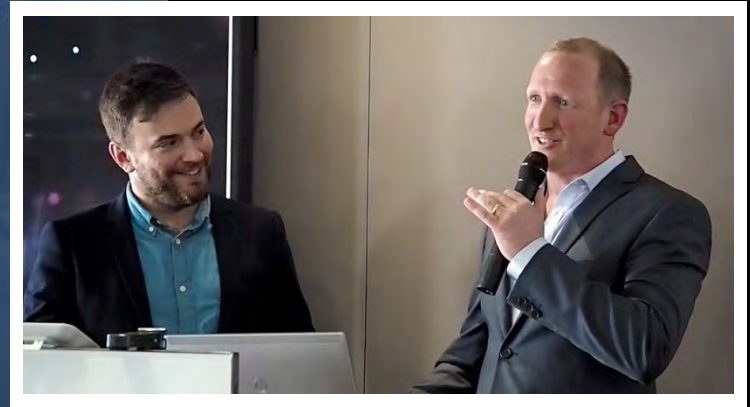


Official
Charity
Partner



Would you like more info on
mental health today?

www.rethink.org/resources



www.jonnybenjamin.co.uk

info@jonnybenjamin.co.uk

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