



IP INCLUSIVE

Working for diversity and inclusion in IP



Jonathan's Voice

Speaking out for mental health

Inclusivity unlocked: what's for starters?

Chaired by Emily Collin

Panel: Julie Crosby

Joel Briscoe

Tom Hailes

Katie Goulding

Richard Wells

Emily Collins

Facilitated by Penelope Aspinall

Jonathan's Voice

www.jonathansvoice.org.uk

Registered Charity 1180424

IP Inclusive and Jonathan's Voice



Jonathan's Voice
Speaking out for mental health

Wellbeing in the workplace survey 2022

This was sent out via CIPA, CITMA and IP Inclusive
Three versions:

[Survey for student members of CIPA and CITMA](#)

[Survey for IP paralegals and business support professionals](#)

[Survey for all other CIPA and CITMA members](#)

A lot of similarities between all three

Headlines

111 Responded



Jonathan's Voice
Speaking out for mental health

Remote working:

11 – 15 days a month	35.14% (39)
5 – 10 days a month	21.62% (24)
More than 20 days a month	18.02% (20)

Mainly for large private firms, mainly in city centre (not London)

Work adversely affected by

High stress levels	72% (72)
Anxiety	62% (62)
Depression	36% (36)



What's causing the stress?

1. Finding the time for exam preparation	68.69% (68)
2. Exam performance fears	57.58% (57)
3. Deadlines	50.51% (50)
4. Billing targets	48.48% (48)
5. Insufficient control over your workload	38.38% (38)

Impact:

1. Reduced productivity	73% (73)
2. Finding it hard to concentrate	72% (72)
3. Considering leaving your current job	50% (50)
4. Considering leaving the profession	43% (43)
5. Making a work-related mistake that would not have happened otherwise	35% (35)



Headlines

78% (78) took no time off work due to stress or mental health problems

Why?

- | | |
|--|----------|
| 1. Feeling you should be able to cope anyway | 65% (65) |
| 2. Having too much work to do | 55% (55) |
| 3. Concern about its impact on career prospects | 54% (54) |
| 4. Not wanting to make life difficult for colleagues | 48% (48) |
| 5. Embarrassment | 34% (34) |

Where to get help



Jonathan's Voice
Speaking out for mental health

- Your GP or practice nurse, especially if you have physical symptoms that need checking out; ***in a crisis call 111, 999 or go to A & E***
- Hub of hope <https://hubofhope.co.uk/>
- Your line manager, supervisor or colleague
- Human Resources
- Mental Health First Aider or Mental Health champion
- Employee Assistance Programme, if you have one
- For student members of CIPA, there's also the Informals' MHFAer support line via informalswelfare@gmail.com
(see <https://yellowsheet.wordpress.com/access-to-mental-health-first-aiders-and-support-helplines/>).
- LawCare <https://www.lawcare.org.uk/> **0800 279 6888**
- Samaritans <https://www.samaritans.org/> **116 123**
- Calmzone <https://www.thecalmzone.net/> **0800 585858**