

Inclusivity unlocked: what's for starters?

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Jonathan's Voice

www.jonathansvoice.org.uk

Registered Charity 1180424

IP Inclusive and Jonathan's Voice

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

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) |

Any questions, feedback
or
reflections?

Where to get help

- 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**