

Apr
2026

mental health awareness



Understanding Stress, Supporting Wellbeing

April invites us to reflect on how stress shows up in our working lives. For some, it may appear as pressure, fatigue, or difficulty switching off. For others, it may feel more subtle, building gradually through competing demands and everyday challenges.

Stress is a natural part of life, but when it becomes constant or overwhelming it can begin to affect our wellbeing. Feeling able to recognise the signs of stress, speak openly about it, and access support when needed can make a meaningful difference to how people cope and recover.

As we move through April, let us focus on creating environments where conversations about stress feel safe and where practical ways of supporting balance and resilience are part of everyday working life.

Nat Clewley, Clinical Director – Wellbeing Solutions



Taking Charge of Stress

April provides an opportunity to reflect on how pressure and pace influence our wellbeing at work. While periods of intensity are a normal part of many roles, having the awareness and support to manage these demands is essential for maintaining balance and resilience.

Taking charge of stress often begins with small shifts in how we work and support one another. Creating space to prioritise tasks, encouraging realistic expectations, and recognising when someone may need time to pause or reset can all contribute to healthier ways of working.

Throughout April, awareness moments such as Stress Awareness Month and World Health Day highlight the importance of supporting wellbeing in practical ways. When organisations prioritise healthy working environments and open conversations about pressure, people are better able to navigate challenges and sustain their wellbeing over time.

What's Going on This Month?



1st-30th Stress Awareness Month

A month dedicated to raising awareness of how stress affects wellbeing, encouraging open conversations and practical strategies that help people manage pressure and build resilience at work.



7th World Health Day

A week that invites greater understanding of neurodivergent experiences and encourages environments where different ways of thinking are recognised, valued, and supported.



1st-30th Autism Acceptance Month

A month that encourages greater understanding and acceptance of autistic experiences, highlighting the importance of inclusive environments where neurodivergent individuals feel respected, supported, and able to contribute in ways that reflect their strengths and perspectives.

Small Steps to Manage Stress

- ✓ **Notice early signs of stress** and take a moment to pause and reset.
- ✓ **Build short breaks** into the day to step away from screens and recharge.
- ✓ **Be open about workload pressures** and ask for support when needed.
- ✓ **Encourage realistic expectations** and prioritise what matters most.



Recognising Stress, Supporting Wellbeing

Stress is a natural response to pressure, but when it builds without support it can begin to affect our wellbeing. Recognising the signs of stress early and creating space for open conversations can make a meaningful difference. When people feel able to talk about pressure, adjust expectations, and take time to recover, it helps prevent stress from becoming overwhelming.

April's focus on stress awareness reminds us that wellbeing is shaped by both individual habits and workplace culture. Small changes, such as encouraging breaks, setting realistic priorities, and supporting healthy boundaries, can help people manage challenges more effectively.

Through the Employee Assistance Programme, confidential support is available for those navigating stress, personal pressures, or simply needing time to talk things through. By continuing to create environments where conversations about stress feel safe and supportive, workplaces can help people feel more balanced, resilient, and able to manage the demands of everyday working life.

Getting the Best from Your EAP

- ✓ **Support available day or night** for concerns such as stress, pressure, sleep difficulties, or periods of change.
- ✓ **Guidance for managers** on approaching wellbeing conversations with confidence and sensitivity.
- ✓ **Access to specialist information and resources** covering topics such as mental health, neurodiversity, menopause, and workplace wellbeing.
- ✓ **Advice on practical matters** including financial concerns, legal queries, and everyday challenges that may impact wellbeing.
- ✓ **A confidential and cost-free service** for all employees, providing a safe space to talk and explore possible solutions.

Counselling & Advice Helpline

Your counselling & advice helpline covers a variety of personal and workplace issues such as:

- ✓ Anxiety or depression
- ✓ Everyday financial or legal struggles
- ✓ Workplace stress

This service is paid for by your employer and is provided by an independent company, Wellbeing Solutions. There is no cost to you and all calls are confidential.



24/7 freephone:
0800 328 1437
employeeassistance.org.uk



Mental health



Work



Law



Money



Family



Older people



Wellness



Addiction



Managers