

# Wellbeing, Burnout and Discrimination

**Sarah Buxton**

[sarah.buxton@fta-law.com](mailto:sarah.buxton@fta-law.com)



# The employment tribunal and discrimination



# Sex



# Marriage and Civil Partnership



# Sexual orientation



# Pregnancy and Maternity



# Gender reassignment



# Religion and/or belief





# Race



# Age



# Disability - Physical &/or mental



# Known or ought to have known?

- Out of character behaviour
- Being overly sensitive
- Sudden mood changes
- Aggressive behaviour
- Withdrawing
- Exhaustion
- Difficulty communicating, thinking clearly, concentrating or remembering - Performance?
- Using alcohol or drugs
- Taking less interest
- Physical aches and pains



# For the team



## Promote a culture around openness around well being and mental health

- Inform staff, listen to staff and involve them in decision making
- Encourage a healthy work/life balance
- Provide opportunities for training and development
- Positive working relationships and social events
- Training in Equality & Diversity

# For individuals

- Approach, Listen and communicate non-judgementally
- Give support and information
- Encourage the person to get appropriate professional help
- Encourage the person to get other support e.g. family.



# Get in touch



## Contact me:

Email: [sarah.buxton@fta-law.com](mailto:sarah.buxton@fta-law.com)

Website/blog: [www.sarahbuxtonlaw.com](http://www.sarahbuxtonlaw.com)

Instagram: [@sarahbuxton.ftalaw](https://www.instagram.com/sarahbuxton.ftalaw)

Facebook: [facebook.com/sarahbuxtonftalaw](https://www.facebook.com/sarahbuxtonftalaw)