



# International **Men's** Day

## Q&A Spotlight on SCRA's male employees - **Staying Well**

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## What's it like working for SCRA?

I have worked for SCRA since 2014 in the Tayside/Fife Locality, based in SCRA's Fife office in Glenrothes.

There's a lot about my job and working for SCRA that I enjoy. I enjoy being part of such a great team of people who all have the same values and goals to make things better for children and families. Part of my job involves assisting my colleagues with any queries they have and helping and supporting them to do their work to protect children. SCRA introduced a new case management system (CSAS) earlier in 2021 and I was at the forefront of the launch of CSAS and was involved in supporting my colleagues through the stresses and strains of introducing new technology and a new system. I enjoyed the challenge this brought and felt a real sense of team effort in implementing CSAS. I enjoy the variety of my work and being part of the various projects in SCRA as it gives me a chance to develop new skills, meet new people and network.

I appreciate that working for SCRA means that I have access to the all-round good package that SCRA offers, particularly in relation to mental health and well-being and I know where I can go if I need extra help or support – either within SCRA or the various external supports that SCRA provides.

I also think SCRA offers a really supportive terms and conditions package, such as the Flexible Working Policy and generous annual leave allowance. Making sure we use these is so important to ensure we do not get overwhelmed.

## **What do you do to stay well?**

The nature of the work we do here at SCRA can weigh heavily on the mind. I find spending time with the people who mean the most to me really helps to combat that and helps me keep a positive mind-set. I am lucky to work with a number of great people who I get along really well with and respect and who are supportive. I count myself lucky that I have a great support network of family and friends who I can talk to.

To maintain my health and well-being, I make sure I lead an active lifestyle and, for me, that includes going to the gym regularly and doing as much outdoor exercise as I can – I enjoy hill walking and taking long walks, particularly in the summer months as it's good to get out in the fresh air. Exercise keeps both my body and mind active and is my 'vice' to keeping fit.

In addition to maintaining a good level of fitness, which is good for my physical and mental health, I also enjoy cooking.

I find it really therapeutic and it helps me 'switch off' from the daily stresses that work and home life brings. I also enjoy DIY and doing the regular DIY around the house also contributes to keeping my mind healthy as it gives me a sense of achievement and accomplishment. There's something about being able to see the end result of what you've been working on – either cooking or DIY – that makes you feel a sense of achievement and accomplishment.

SCRA offers regular mindfulness sessions that are really beneficial – there's normally one or two a week – hosted by staff who've been trained in mindfulness. I find that these short break mindfulness sessions have a positive impact on my sense of well-being and I appreciate that the organisation allows staff to attend these during the working day. The stresses of the working days can take their toll on your well-being and these sessions help alleviate these and keep me feeling grounded.

I appreciate that SCRA has a flexible and supportive employer with good terms and conditions and that too contributes to my well-being. SCRA have flexible working and have now implemented an Agile Working Policy and all of that helps to promote work/life balance. I'm one of those people who prefers to work in the office – I like the physical aspect of going to and coming home from work and I like the social aspect of seeing colleagues.

I appreciate that the organisation is flexible in regards to our own individual preferences, because not all employers are that flexible and understanding.

Like everyone else, during the pandemic staying well has been a journey of ups and downs. I would say, for the most part, my overall well-being has been relatively okay. I know my family and friends are only a phone call away and I always made sure to exercise around the house when the gym was closed and get outdoors for exercise and to clear my head as much as I was able. All of this helped me to stay relatively positive, as well as having work to focus on so I was still feeling productive.

## **What advice would you give?**

I believe that we need to be kinder to everyone and be more respectful of all our differences. We are all unique and we all have our own issues in life and the pandemic has shown us how important reaching out and being respectful is – a smile and a 'hello' can go a long way to making someone's day better. The pandemic has really made me appreciate what I have and how things can change in an instant so, for me, being positive and grateful is something we could maybe all do a little better at.

**#InternationalMensDay**