

# Redundancy Support

A guide to accessing support  
when facing redundancy



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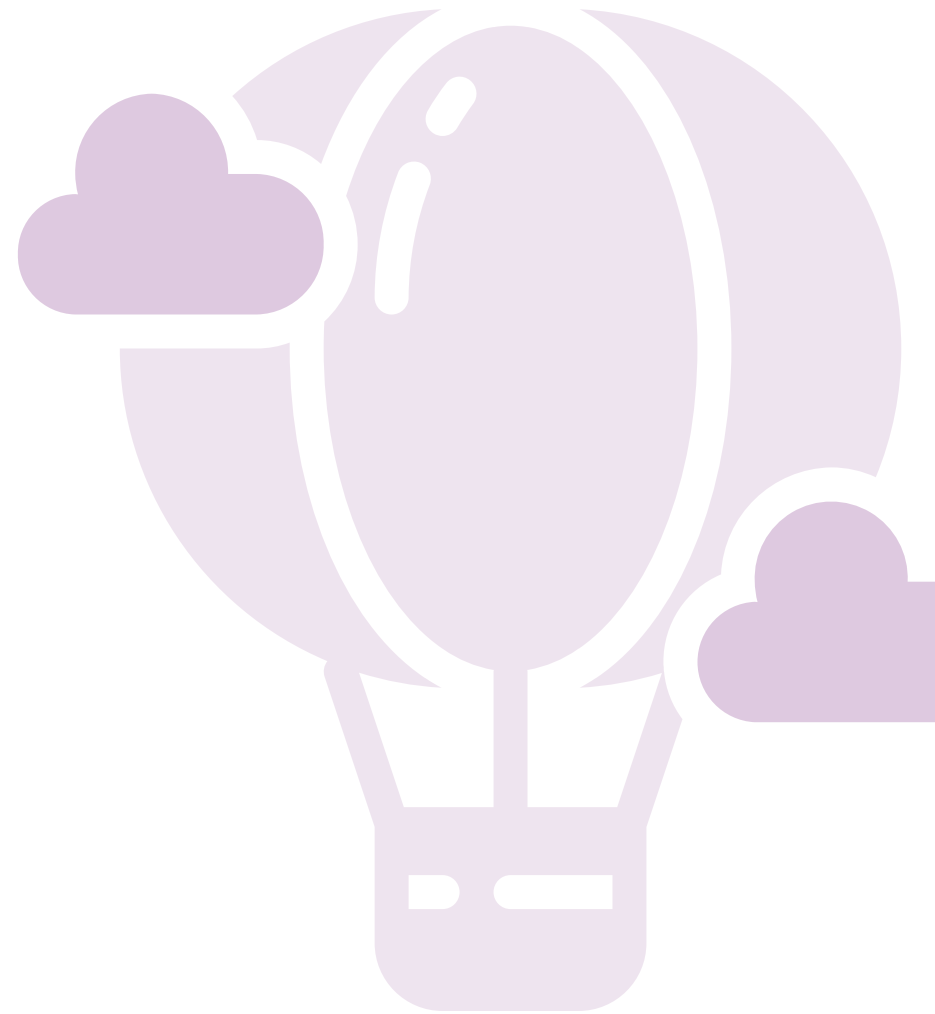
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# Introduction

Redundancy is when you have been dismissed from your job because your role no longer exists within the organisation.

There are many reasons why redundancy occurs, sometimes it is expected and you might maintain a good relationship with your employer, but the process is likely to greatly disrupt many aspects of your life. This guide has been produced to signpost you towards the support that you may access locally, as well as to give you information to make sure you are being treated fairly.



# ■ Make sure you are being treated fairly

First and foremost, even if you have a good relationship with your former employer, it is important to make sure that your redundancy is fair and that your employment rights have been met.

ACAS are able to offer comprehensive support and information e.g. ensuring that your redundancy is fair, your redundancy pay is correct, supporting you to look for a new job and many other things that might be useful for you.

**ACAS Helpline 0300 123 1100.**

Alternatively, Citizen's Advice are also able to offer a wide range of support around ensuring your redundancy has been fair through your local Citizen's Advice Office.

# Mental Health and Wellbeing



**Work is usually a positive influence on our wellbeing. You've likely had stressful days, but despite this, redundancy can remove our sense of purpose, routine and socialisation with colleagues.**

This, and the other aspects of our life that redundancy will affect, means that you may experience a dip in your wellbeing. There are many kinds of support that are available to help you during this time.

It can be tempting to put off seeking support for your mental wellbeing, especially when you have so much else going on! – but if you're struggling, take advantage of what is out there as soon as you feel able to. You might even still be able to pursue any resources that were available to you via your previous employer (e.g. Employee Assistance Programme.) Check to see if this is the case.

We've given a brief summary of some of the main services that you can find in the county, and you can find further specialist services [here](#).

# Local support for your mental health

If you do not feel comfortable seeking support from your GP, you can contact the Adult Mental Health and Wellbeing team who can offer both direct support and information and practical advice on accessing the most appropriate services local to you.

The 'Living Well Essex' Website can also help you access other specialist services and give you advice on looking after your own mental health here.

ACL are offering a programme of support around improving your mental health & wellbeing through a series of workshops including building your confidence and resilience and also managing anxiety. More information can be found here.



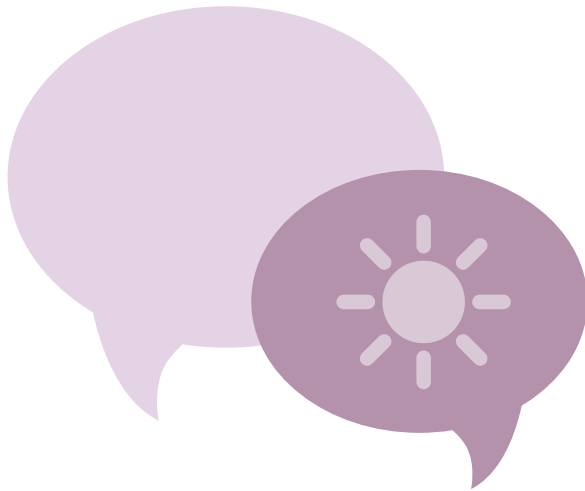
# Talking Therapies

Talking Therapies, or psychological therapies, are confidential treatments that can help with common mental health problems like stress, anxiety and depression. The NHS offers both online and telephone based support known as Improving Access to Psychological Therapies (IAPT) services.

You can access Talking Therapies on the NHS and your GP can refer you, or you can refer yourself directly.

You can access the following local IAPT services depending on where you live in the county:

- [North East Essex](#)
- [Mid Essex](#)
- [West Essex](#)
- [South Essex](#)



# ■ Mind

Mind offers a range of services for those who may be experiencing difficulties around their mental health including advice to those who are facing a redundancy situation [here](#). Mind are a national organisation and more local services can be accessed via local Mind branches.

## Mind has local branches across Essex:

- [Mind - West Essex](#)
- [Mind - South Essex](#)
- [Mind - Mid and North Essex](#)

(If you are not sure which area you are in, you can use [Mind's postcode lookup tool](#).)





# Working Well

If you are an employer who is looking to support your employee's Wellbeing and Mental Health when facing a redundancy situation, the 'Working Well' team, working with other partners, can offer free support to Essex organisations.

Whether you are a large or small Essex organisation, The 'Working Well' Team can offer a broad range of training and interventions to support mental health within your organisation.

More information on this service can be found [here](#).



# Relationships

**Redundancy results in sudden unplanned changes around finances and changes in that role that can bring a whole new set of pressures for families. Even the most practical of solutions can bring about resentment and conflict.**

The shift in power dynamics, the economic pressure of one income rather than two can all add pressure to any relationship.

Your whole family might be affected, but there are resources to support the emotional needs of your children as well as those that are specifically designed to support yours.



# ■ Your Relationships

The Healthy Relationships Campaign on 'Live Well' has a useful webpage which can support you with your relationships, including a questionnaire to help you assess your relationships – you can access it [here](#).

You may also be able to access the Tavistock Parenting Together Support Programme which can help you if you feel that stress and conflict in your relationship are affecting your family. This is free to Essex Families. More information can be found [here](#).

Relate can also offer couples support around relationships. Please visit their [website](#) for more details.



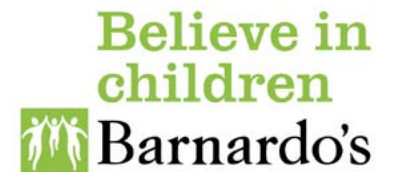
# ■ Your Children's Wellbeing

The Essex Child and Family Wellbeing Service can support you as a parent to look after the emotional needs of your children.

The Family Innovation Fund and FIF-Xtra Services are early intervention support services for children, young people and families. They accept self-referrals and provide help with things like children's emotional wellbeing issues, family conflict and bereavement.

If you are also a carer you can get support from via the Essex Family Forum where you can also access a directory of local support services.

Check if you are eligible for free schools meals and see how to apply here.



# Finance and Housing

**Your finances are going to be affected by redundancy; it's important that you claim any payment that you may be due from your previous employer and are proactive in securing any benefits you may qualify for. There is a lot of support out there to help you with bills, budgeting and housing while you're looking for work.**



# Finance and Housing Support

Once you've checked your entitlement to redundancy pay you should investigate what other support you may be entitled to. If you are struggling to pay your rent, you may be entitled to housing benefit or if you are concerned that you may not be able to pay your mortgage, there is a range of support that may be available to you, from reducing monthly payments to mortgage holidays.

You may be entitled to apply for Universal Credit or other types of unemployment benefit. If you are unsure if you are eligible still make an application, it may be that you might be directed to other types of benefit or support. You can find out more [here](#).

Your local [Citizens Advice](#) Office can give you advice about what support you may be entitled to.



# ■ The Money & Pensions Service

The Money and Pensions Service (MaPS) also offer a wide range of user friendly on-line support tools and telephone support lines if you need financial advice when facing a redundancy situation. They are able to help you to assess support around.

- Longer term financial planning
- Redundancy rights
- Benefits
- Debt management
- Retirement

For general support please visit the **Money & Pension Service** website [here](#) or call on **0800138 7777**

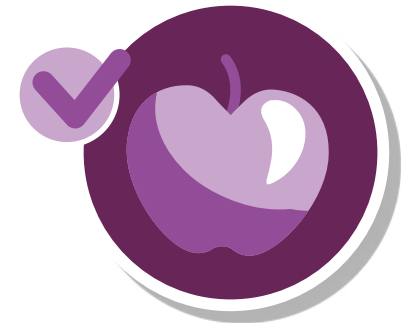
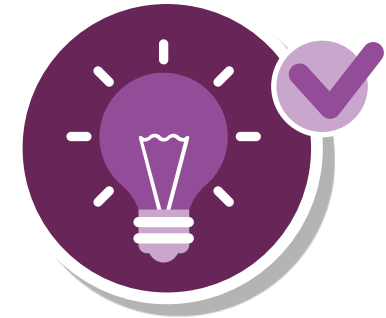
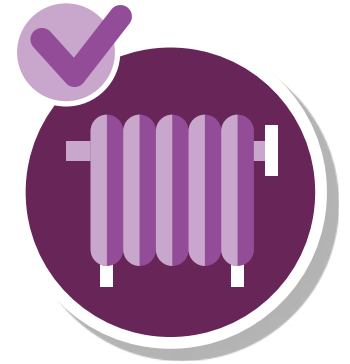
For specific advice on pensions, please visit **The Pension Advisory Service** website [here](#) or call on **0800 011 3797**



# Essex Wellbeing Service

The Essex Wellbeing Service can offer a range of support including accessing advice around debt and finances. Tel: 0300 303 9988.

If you are struggling, The Essex Essential Living Fund may be able to help you with one-off requests for furniture, clothing, fuel costs and daily living expenses such as food and toiletries.





# Adult Learning and Future Employment



**Your first instinct may be to start looking for other employment opportunities. You may be able to start doing this sooner than you think, and it's a good idea to find out more about what opportunities and support there is available to you.**

Redundancy may be an opportunity to think about what career options you want to have available to you moving forward. Perhaps you want to stay in the same industry and want to boost your CV through some professional qualifications. Or perhaps this has made you consider a change of direction and you want to retrain for a different career path. Either way, exploring options for adult learning is a great way to feel proactive and prepare yourself for whatever comes next.

# ■ Finding further employment

If you have been given notice of your redundancy and you have been with your employer for two years, you may request time to look for other jobs or to complete training while you work out your redundancy notice. This can be done in working hours and you are not required to make this time up. Find out more [here](#).

If you are seeking work, you can access the Jobcentre Plus 'Find a job' Service which is free and available 24 hours a day, 7 days a week. You can access this service [here](#).

You should contact your local job centre and request the Rapid Response Service. You can find out more information [here](#) or you can contact the Essex Rapid Response team directly by emailing: [Essex.rrs@dwp.gov.uk](mailto:Essex.rrs@dwp.gov.uk).



# Support for your mental health when seeking employment

If you are struggling with poor mental health, the **Mental Health Employment Service** can provide you with 1:1 employment support. Specialist Advisers can support you to realise your employment goals, whether that's finding work or help to you to retain employment if your mental health is causing issues at work. More information, can be found [here](#).

If you are low and feeling anxious following a period of unemployment and you are not being supported by statutory mental health services, then **Heads Up** can support you to gain the confidence to get back into work. More information can be found [here](#).



Essex Partnership University  
NHS Foundation Trust



# Essex Opportunities Portal

The Essex Opportunities Portal is a one-stop shop for information, guidance and support for those seeking employment and training opportunities.

You can access support on careers, training and information on local employers and job opportunities in your area. You can also access practical support around seeking employment.

You can access the 'Essex Opportunities Portal' [here](#).



# Adult Community Learning

There are a range of options for adult learning across the county. Check out your local college [here](#).

You can also investigate career options via the National Careers Service Access more information [here](#). As well as careers advice, they can suggest training and development options for your chosen career path.

Secure a written reference from your current employer to add to any applications that you are making.



# Emergency Contacts

**This is undoubtedly a difficult time for you and your families, if you face an immediate emergency, you should call emergency services on 999 or the NHS Crisis Support line on 111.**

If you feel that you need specific help in a crisis there are also a number of other support services you can contact if you feel that you are unable to cope.

## These are:

- **First Response** 0808 196 3494
- **Samaritans** 116123
- **Childline** 0800 1111
- **Shout!** Free crisis text line 85258
- **NHS Crisis Support** call 111 or in an **emergency** call or text 999
- **PAPYRUS** help for young people considering suicide 0800 068 41 41
- **Maytree Suicide Respite Centre** 02072 637070
- **Campaign Against Living Miserably (CALM)** for men considering suicide 0800 58 58 58
- **The Silver Line helpline** for older people 0800 4 70 80 90
- **You Are Not Alone (YANA)** support for those in farming 0300 323 0400
- **Compass Domestic Abuse Helpline** 0330 333 7 444
- **Essex Safeguarding Team** call 0345 603 76271 (children) or 0345 603 7630 (adults)

