

## Suicidal Thoughts

We all have mental health and at some point, life or work events may cause us to have some negative health and wellbeing issues, and the university wants to be a supportive environment. The role of the Line Manager is important in providing positive support and we wish to ensure our Line Managers know where to get support so they can signpost accordingly. A number of common health and wellbeing scenarios have been presented which aim to provide Line Managers with a pathway to help them support their team(s). The [Mental Health & Wellbeing in the Workplace Guidance for Managers](#) document is also a helpful tool for Line Managers.

### Immediate Crisis Support

If your Direct Report is experiencing **immediate suicidal thoughts**, please seek professional support from;

[Samaritans](#) (24/7) 116 123  
[Edinburgh Crisis Centre](#) (24/7) 0808 801 0414  
[Mental Health Assessment Services](#) -  
emergency mental health assessment service  
for people experiencing a mental health crisis  
at The Royal Edinburgh Hospital (24/7)  
or call 0131 537 6000



### 1:1 Meeting

If you have concerns about your Direct Report with regards to them speaking about suicidal thoughts or showing signs of concern, request an immediate 1:1 so you can signpost accordingly to seek professional help. You may wish to seek the support of the Director of People Services who is the dedicated Safeguarding Officer for the university so you can gain support on how to handle the situation. You are not breaking confidentiality as you have immediate concerns for your Direct Report's welfare.

### GP Referral

If the concerns are not a crisis situation then you should strongly suggest the Direct Report speaks to their GP about their suicidal thoughts to encourage them to seek professional support.