

MENTAL HEALTH IN THE WORKPLACE: MAKE IT MORE THAN A TICK BOX EXERCISE

Building the foundations for an effective, safe and sustainable strategy through an authentic approach.

Opening the can of worms can feel scary, but it's already open in your sickness absence, staff turnover and presenteeism figures. The business case is well established and addressing the issues will build your organisation's resilience

Accept the reality of a mismatch between how board members feel their organisation is doing and what is happening on the ground: 3 in 5 board members feel it does 'very well' supporting employees with mental health issues but only 11% of employees surveyed felt able to disclose their mental health issues specifically with a line manager BITC MENTAL HEALTH AT WORK REPORT

Make a commitment - The TIME TO CHANGE EMPLOYER PLEDGE is a straightforward, free way for your organisation to demonstrate its duty of care and create an environment where it feels safe to start be open about mental health. It builds in accountability with 7 action steps, including signing by a senior sponsor.

Engage with all areas of the business, not just HR and Health and Safety, so it doesn't feel like imposition from above, and reflects the broader culture and experience from the front line

Use a framework, there are plenty out there BITC MENTAL HEALTH TOOLKIT, CIPD AND MIND PEOPLE MANAGERS' GUIDE and HOW TO IMPLEMENT THE THRIVING AT WORK REPORT

Training is a key recommendation that can get you started with your approach, generate interest and enlist potential champions. It's a vital way to upskill line managers so they feel equipped to have conversations around mental health with their teams. It's not a magic solution, the hard work starts outside the classroom.

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Be honest about the challenges and don't sugar coat the message which can feel patronising. It's tempting to 'over-showcase' in our social media age.

Measure the impact – use guidance in the toolkits and guides as well as MINDS' How to take stock of mental health in the workplace and Time To Change even has a simple mini-health check survey.

Build in accountability by joining MINDs own Wellbeing INDEX, or free initiatives like the Britain's Healthiest Workplace or Workplace Wellbeing Charter suitable for businesses, whatever the size

Develop a curious mindset when the going gets tough. Practising compassion and putting yourself in other's shoes will help you to become solution focused. Seek advice for specific challenges:

Mind advice line info@mind.org.uk 0300 123 3393 Text: 86463

MIND Legal helpline legal@mind.org.uk 0300 466 6463

MIND have information & support and workplace sections

Employers ACAS 24/7, offers free advice based on the Acas Code of Practice. Call 0800 389 0286 E

Employees ACAS 0300 123 1100 Monday to Friday 8am-6pm

Bi-polar UK has specialist advice to support both the employer and employee including guides. **Rethink** provides support and resources surrounding complex and enduring mental health issues, such as ongoing episodes of psychosis and personality disorders

Authenticity starts with you! Do you fundamentally believe it's a core safety issue for your company and most importantly yourself? It's often about the small stuff as this Time to Change video reminds us