

time to change
west sussex

let's end mental health discrimination

Mental health in the workplace

**Katie Glover, CEO,
Coastal West Sussex Mind**



Open Minds

Anti-stigma and mental
health awareness raising
in the community



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Why should we care about mental health in the workplace?



Open Minds

Anti-stigma and mental health awareness raising in the community



Mental health is an issue organisations cannot afford to ignore

One in three workers experience mental health problems whilst in employment

Mental ill-health is the leading cause of sickness absence in the UK, costing an average of £1,035 per employee per year

95% of employees calling in sick with stress gave a different reason

42% have considered resigning due to workplace stress

Why take action?

It makes business sense to ensure employees are as mentally healthy and, as a result productive, as possible.

Encouraging employees to talk about mental health can make a real difference to:

- sickness absence rates
- presenteeism
- productivity
- Wellbeing

FTSE 100 companies that prioritise employee engagement and wellbeing outperform the rest of the FTSE 100 by an average of 10%.

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What can employers do?



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Mind's 3 pronged approach

Mind's 3-pronged approach

Mind has developed a three-pronged approach to help employers manage mental health in the workplace by:

1. **Promoting** the wellbeing of all staff
2. **Tackling** the causes of work-related mental health problems
3. **Supporting** staff who are experiencing mental health problems.

Promoting mental well-being at work

- Tackling stigma and raising awareness
- Health and well-being at work policy
- 5 ways to well-being & resilience
- Employee engagement and involvement
- Employee benefits

Tackling causes of work-related mental health problems

- Tackling stigma and raising awareness
- Management behaviour - training and development
- Using tools – Assess and take stock of factors that affect mental health in your work-place – For organisations and individuals

Supporting staff who are experiencing mental health problems

- Tackling stigma and raising awareness
- Employee Assistance Programme
- Management support and tools
- Using and accessing range of support available outside of organisation : Access to work, local mental health services and support including Mind, Time to Talk etc..

Help and advice to take this forward

- Mind
- Health and Safety Executive
- Mindful Employer
- Time to Change
- Coastal West Sussex Mind

Time to Change Employer Pledge

The Time to Change Employer Pledge is a straightforward, free way to demonstrate commitment to employees' mental health, and to creating an environment where can they be open about it.



What is stigma? Why does it matter?

Stig•ma (n)

The perception that a certain attribute makes a person unacceptably different from others, leading to prejudice and discrimination against them.

Action plan: seven key principles

**Demonstrate senior
level
buy-in**

**Demonstrate
accountability and
recruit Employee
Champions**

**Raise awareness about
mental health**

**Update and implement
policies
to address mental
health problems in the
workplace**

**Ask staff to share
personal experiences
of mental health
problems**

**Equip line managers to
have conversations
about mental health**

**Provide information
about mental
health and
signpost to
support services**

Why do we need an action plan?

The action plan is the heart of the Employer Pledge commitment. We believe that to achieve lasting change within your workplace, it's important to create a plan of tangible activity to break down mental health stigma.

The action plan should be a living and breathing document that is edited as plans evolve and we recommend it is reviewed on a regular basis.

We also recommend that it is reviewed by staff who have experience of mental health problems and by Champions.

Next steps

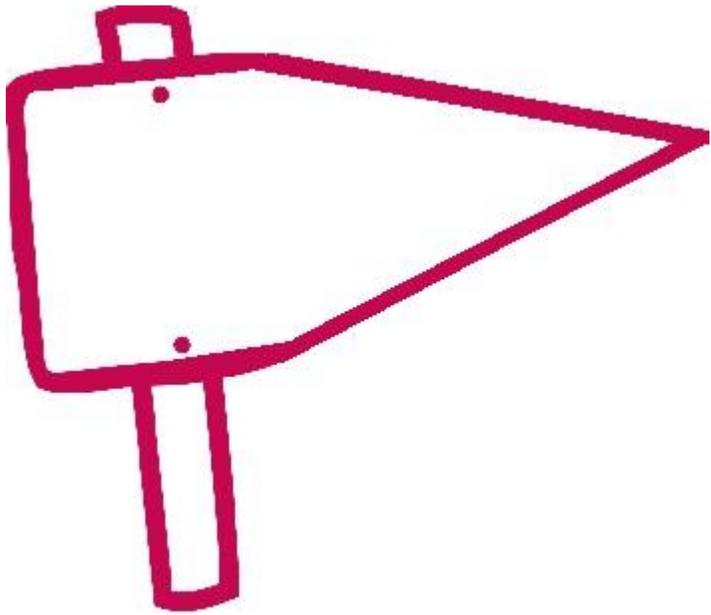
Once an employer has completed the action plan they can submit it online and we will then review and add recommendations to it.

We require at least six weeks' notice of a pledge signing date to receive your action plan, review it, provide feedback, approve the plan and commission the pledge board.



As a result of signing the Pledge:

- 95% said it had a positive impact on their organisation
- Eight in ten agree that awareness of mental health issues has been raised
- Half reported a rise in staff disclosure of mental health problems since the Pledge was signed
- 75% of Employee Champions feel that the Pledge has had a positive impact on their organisation



For more information see www.time-to-change.org.uk/employerpledge

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