



Improving workplace  
mental health



The Mates in Mind programme raises awareness, addresses the stigma of poor mental health and seeks to improve positive mental wellbeing throughout the workplace.

*“The Mates in Mind sessions have been life-changing”*

*Environment Agency Programme delegate*





# Mental health impact on business

Stress, depression or anxiety accounts for



\*Health & Safety Executive  
\*\*Centre for mental health



# Mental health impact on individuals



**49%** of workers would not feel they could disclose a mental health issue at work

Personnel Today

**300,000** jobs lost per year due to poor mental health

Thriving at Work Report

**1/6<sup>th</sup>** of working age population reported a mental health condition

Office of National Statistics



“At least half a million more people in UK may experience mental ill health as a result of Covid-19”

- Centre for Mental Health

**67%** report higher levels of stress

**42%** report their overall mental health has declined

**57%** have greater anxiety

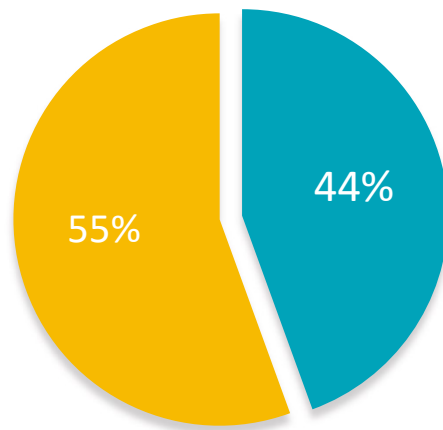
**54%** are more emotionally exhausted

**50%** feel they are more irritable



# Understanding the impact

## Speaking out at work about mental health problems



■ Spoken out  
■ Not spoken out

### Why don't people speak out?

Don't feel comfortable discussing their problems at work

Want to deal with it alone

Don't feel like there's anyone they can speak to about it

Don't want to involve others in their problems



# Responsibility

Organisations have a legal duty to protect their employees from stress at work by undertaking a risk assessment and acting on it

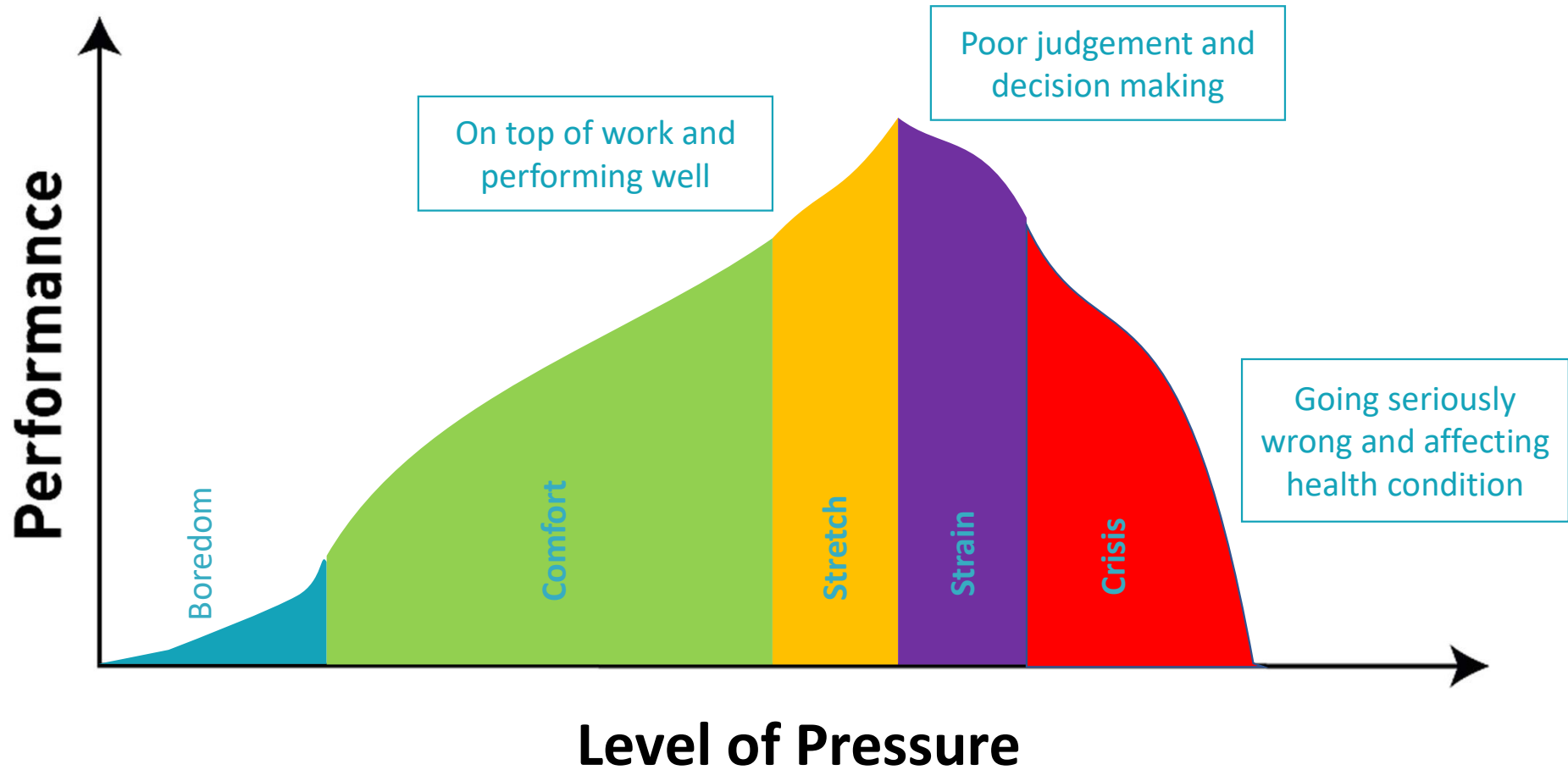
This applies at an organisational level, department/ divisional level as well as at an employee level (subject to the risks ascertained)

Under the Management of Health and Safety at Work Regulations 1999: To assess the risk of stress-related ill health arising from work activities. Under the Health and Safety at Work etc Act 1974: To take measures to control that risk.





# Stress graph





# Mental health issues at work



**Financial concerns**

**Family difficulties**

**Cultural/leadership issues**

**Relationships at work**

**Workload/job control**

**Travel/isolation**

**Job security**

**Physical health**

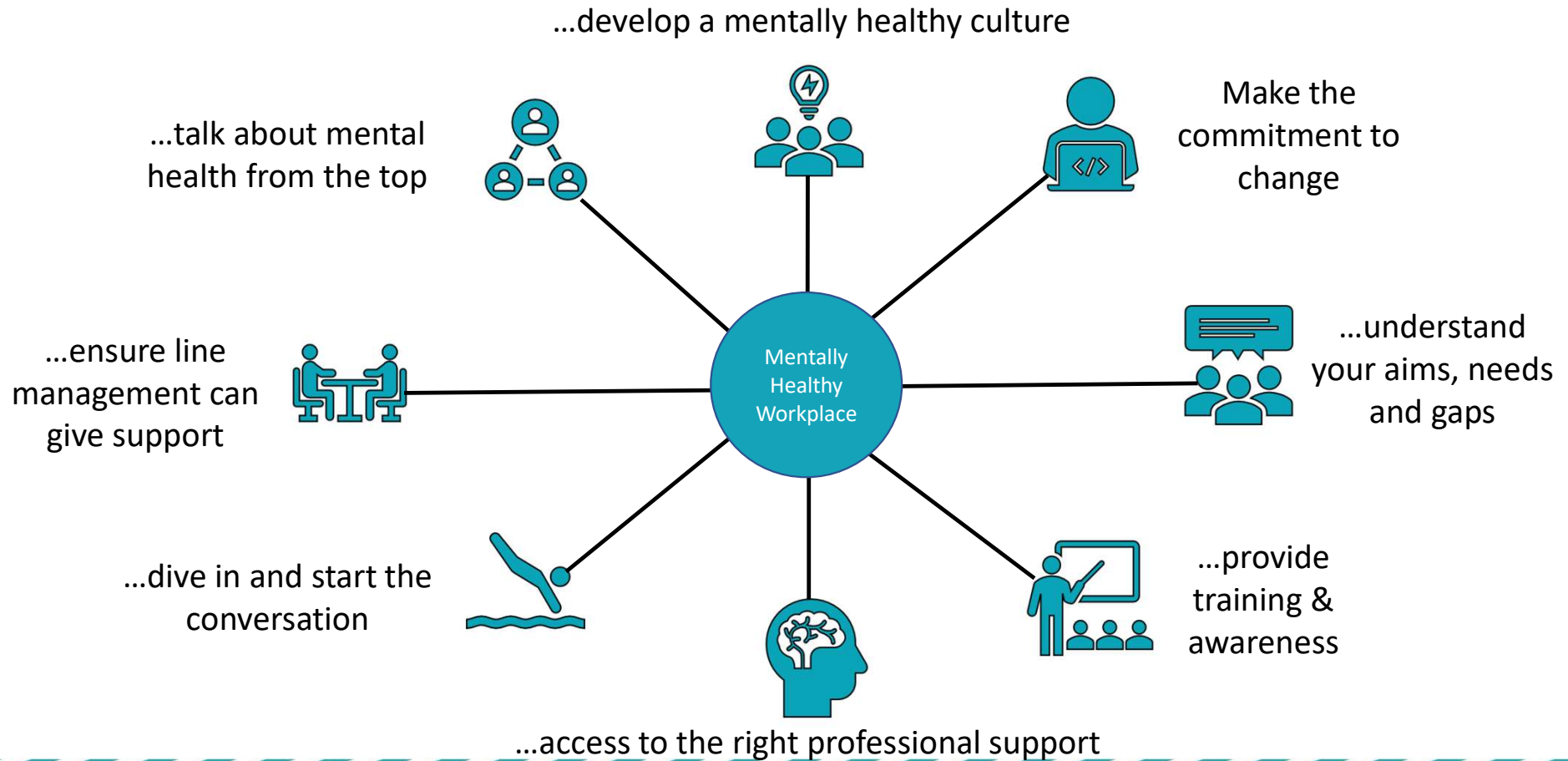


# Mental health issues at work





# Whole organisation approach





# RSE

Mates in Mind  
Case Study





# Why take action on mental health?



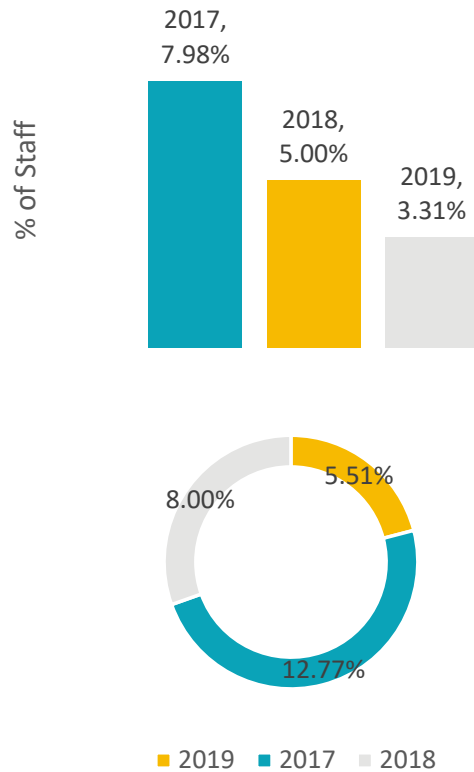
The Founder and Managing Director of RSE, Russell Stilwell, battled serious mental illness in 2010 - it reached a point where he almost lost his business, his home and his family.

As a result of facing his own adversity and experiences, Russell has invested to realign his business - values mental health & wellbeing on par with safety culture already existing within the business.

Russell leads his business, and continues to manage his own mental and physical wellbeing.



# Evidence of impact and effectiveness



Reduction in stress-related absence (2 weeks absence)

Increased retention rate: Proportion of staff leaving after one year

9% increase in staff feeling that RSE was supportive to some extent in relation to mental health – up from 66% in 2018 to 75% in 2019



# Evidence of impact and effectiveness



*“It’s important to talk. Creating a safe environment where people feel able to open up is paramount. In order to achieve this, the foundations need to be laid to build a positive workplace culture.*

*We need to push the boundaries of mental health awareness within the construction industry and provide examples of best practices that all businesses can utilise. At the end of the day, healthier minds achieve better results.”*

**Russell Stillwell**

**managing director, RSE Group**



# Tideway

Mates in Mind

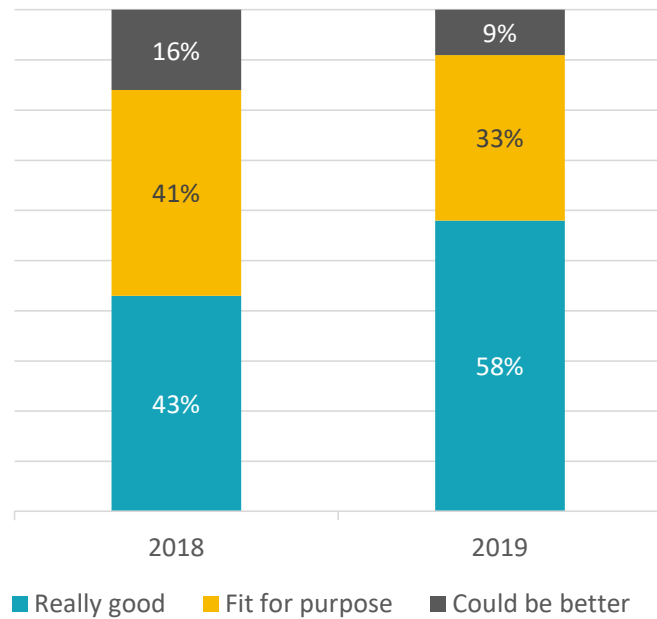
Case Study





# Evidence of impact and effectiveness

Feedback on mental health support



This survey was open to everyone working at Tideway, including supply chain. More than 2000 people participated.

*“Something which is great to see is the focus on mental health, no other project has taken this as seriously or tried to make as tangible a difference as Tideway is.”*

Anonymous, Staff survey 2018



# Evidence of impact and effectiveness



**84%** of people responded positively to how Tideway is addressing mental health – seeing this as an aspect of H&S management that is being done well

**12%** rise in the number of staff who felt that they could approach their boss with a mental health problem – up from 64% in 2017 to 76% in 2018

**87%** agreed that their manager cares about their health and wellbeing to any extent

Nearly three-quarters of respondents (**72%**) agreed with the statement “My employer treats mental health issues in a sensitive way”

**74%** agree to any extent that Tideway provides enough training on staff health and wellbeing

**73%** rated their own mental health as ‘Good’ or ‘Very good’, and similarly site workers were more likely to rate ‘Good’ or ‘Very Good’.



# Evidence of impact and effectiveness



*“Have we been able to achieve this level of performance because of good luck? Is it one particular thing we’ve done or a combination of factors? I suggest it is the latter.*

*But what the evidence does tell us is that happier staff who feel valued are more engaged and productive at work.”*

**Steve Hails**  
**director of health, safety and wellbeing**



**1**

**Step one – Get started and make a commitment**

**2**

**Step two – Assess your gaps and needs**

**3**

**Step three – Have a plan and communicate it**

**5**

**Step five – Education, education, education...**

**4**

**Step four – Start the Conversation**

**6**

**Step six – Recognise achievements and aim to lead the way**



# Useful resources from our partners

- British Safety Council – Being Well Together Programme - [www.beingwelltogether.org](http://www.beingwelltogether.org)
- The HSE Talking Toolkit [www.hse.gov.uk/stress/assets/docs/stress-talking-toolkit.pdf](http://www.hse.gov.uk/stress/assets/docs/stress-talking-toolkit.pdf)
- Public Health England [www.nhs.uk/oneyou/every-mind-matters/your-mind-plan-quiz](http://www.nhs.uk/oneyou/every-mind-matters/your-mind-plan-quiz)
- ACAS – Dealing with Stress in the Workplace [www.acas.org.uk/health-and-wellbeing](http://www.acas.org.uk/health-and-wellbeing)
- Mates in Mind – COVID-19 Briefing tool [www.matesinmind.org/news/covid19-mentalhealth.html](http://www.matesinmind.org/news/covid19-mentalhealth.html)

Let's talk.



[support@matesinmind.org](mailto:support@matesinmind.org)



020 3510 5018

**Be a mate.**  
**Be the change.**

