



Embedding positive mental health throughout your organisation

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Our purpose

We're here to
fight for mental
health.

For support.

For respect.

For you.





Developing an effective employee wellbeing strategy

Mental Health at Work Commitment

Prioritise mental health in the workplace by developing and delivering a systematic programme of activity

Proactively ensure work design and organisational culture drive positive mental health outcomes

Promote an open culture around mental health

Increase organisational confidence and capability

Provide mental health tools and support

Increase transparency and accountability through internal and external reporting

Standard 1

Prioritise mental health in the workplace by developing and delivering a systematic programme of activity

Create a mental health at work plan

Senior ownership and board-level accountability

Routine monitoring of employee wellbeing

Feedback from employees driving improvements

Standard 2

Proactively ensure work design and organisational culture drive positive mental health outcomes

Good physical workplace conditions

Employee feedback on work design, conditions and culture

Attention to job design, organisational structure, working patterns and expectations

Work-life balance and flexibility

Openness during recruitment and throughout employment

Standard 3

Promote an open culture around mental health

Increased awareness and stigma being challenged

Empower employees as champion and role models

Open two-way conversations and clear support

Standard 4

Increase organisational confidence and capability

Mental health literacy and opportunities to learn

Staff prepared for effective mental health conversations
and signposting

Line managers trained in all aspects of workplace mental
health

Employee mental health built into all managers' roles

Standard 5

Provide mental health tools and support

Staff aware of resources and tools available

Tailored in-house support, and signposting to further options

Targeted help for particular issues

Standard 6

Increase transparency and accountability through internal and external reporting

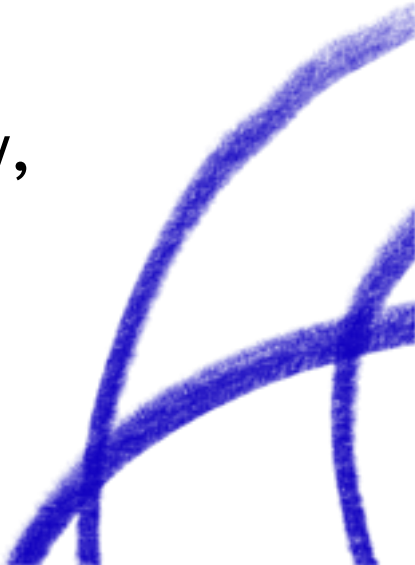
Internal and external reporting on key measures

Activities and impact measured using standardised frameworks




Supporting your people

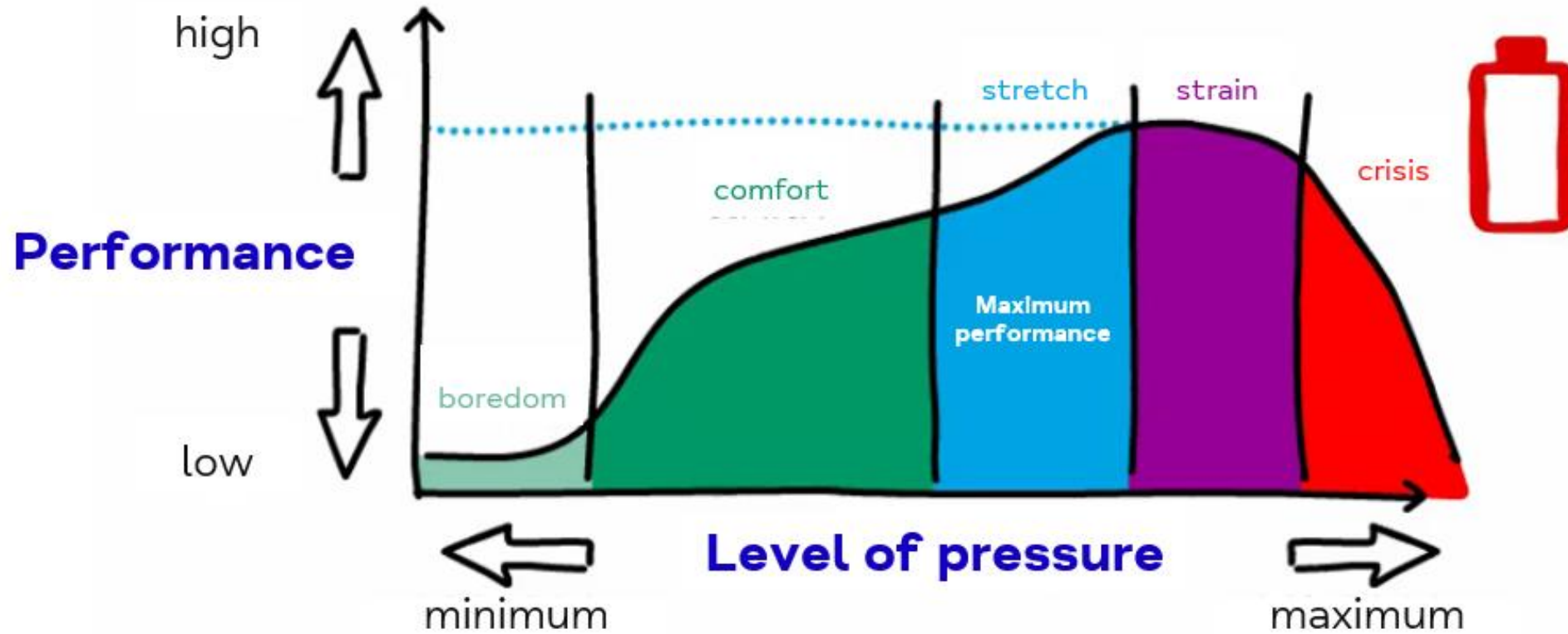
The impact of COVID-19 on us all

- **Outbreak cuts across all areas of wellbeing** – physical, mental, social and financial
 - **Impact on individuals** – different for everyone (most likely in multiple ways and at different times)
 - **Impact on mental health** – health anxiety, uncertainty, isolation, limiting our access to the things that keep us well, bereavement, trauma
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Common pressures and triggers

- Emotional commitment to the cause
 - Exposure to emotionally challenging situations/stories
 - Empathy syndrome – using all empathy on supporters leaving no time to support self-care or other colleagues
 - Funding dependant
 - Reliance on volunteers
 - Changes in procedures e.g. GDPR
 - Intense periods and targets i.e. leading up to a launch of a new programme or service, fundraising
 - Negative image of the charity sector (pre-pandemic)
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Stress versus pressure



Guiding principles

- **Wellbeing** – needs to be the priority, need to understand people's individual circumstances
 - **Clarity** – priorities, policies, processes, focus on simplification
 - **Community** – regular updates, two-way dialogue, social connection
 - **Reflective** – take stock, 'test and learn', seek feedback
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Employees who are WFH

Issue	Solution
'Always on'	Support clear boundaries for the working day
'System overload'	Agree ways of working including systems and platforms to be used, manage email traffic
Access to support	Schedule regular check-ins
Burn-out	Clarity about priorities and offer flexibility especially for working parents
Isolation	Encourage social connection and peer support



Wellness Action Plans

Tailored action plan

What keeps you well at work

Triggers and early warning signs

Impact of mental health problems on performance

Steps you and your line manager could take when you are experiencing poor mental health

Steps you can take yourself when you are experiencing poor mental health

**Find out more by visiting:
mind.org.uk/workplace**

Contact: work@mind.org.uk