

Mental Health and Wellbeing Level 2

Positive mental health is fundamental to individuals, organisations and society, allowing people to:



Realise their full potential



Cope with the pressures of life



Work productively



Have positive relationships



Make good choices



Mental health, like physical health, can **fluctuate on a spectrum**. Mental health problems can affect anyone irrespective of age, personality or background.



Mental health stigma exists in many workplaces.

53% of employees feel comfortable talking about mental health issues like depression and anxiety at work but just **11% disclosed it specifically to a line manager**.



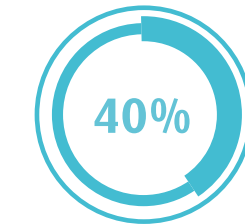
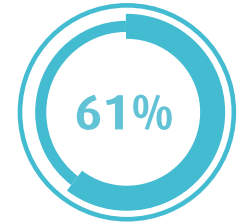
1 in 6 employees experience **mental health problems**.



19% Long-term sickness absence in England attributed to mental ill health.

61% of CEOs and managing directors

believe that employees' mental health is being looked after...



...compared with just **40% of non-managers**.

Mental health

issues in the workforce cost UK employers up to **£42bn** a year.



Mental Health and Wellbeing Level 2: Criteria

Local/National Resources:



Provide mental health training and support to managers/ supervisors.

This should include:

- Legal responsibilities
- Supporting people with mental health problems
- Spotting signs and symptoms
- Signposting

Guidance:

- Managers/ supervisors should have appropriate skills and knowledge to support people with mental health problems in the workplace and signpost when necessary
- It is important that managers/ supervisors are confident in spotting signs and symptoms of possible mental health issues and deal with problems as early as possible.
- Managers/ supervisors attitudes and behaviours should be positive in their approach to stress, mental health and wellbeing.

Mental Health guidance

Mental Health at work [website](#)

Mind supporting someone with a mental health condition [information](#)

ACAS supporting mental health at work [guidance](#)

Training

ACAS [online training](#)

MIND [webinars](#)

MIND [training](#)

Mental Health First Aid [training](#)

Mental Health First Aid [resources](#)

Open learn work and mental health [courses](#)

e-LfH all our health mental health [course](#)

e-LfH five ways to wellbeing [training](#)

Zero Suicide Alliance online suicide prevention [training](#)

Services

Now We're Talking For Healthy Minds [website](#)

Reading Well [scheme](#)

NHS [Moodzone](#)




Moodmaster [courses](#)




Ensure policies and practices promote good mental health at work.

Guidance:

- Highlight how to support good mental health by promoting good practice in organisational policies.
- Consider developing a written mental health and stress management policy/statement or including within other policies.
- Ensure mental health and wellbeing considerations are included in organisational policies. E.g.:
 - » Absence and sickness
 - » Health and safety
 - » Working hours
 - » Bullying and harassment
 - » Absence management
 - » Equality, diversity and inclusion
 - » Lone or remote working
 - » Whistleblowing
 - » Recruitment, change management and redundancy

	Mental Health and Wellbeing Level 2: Criteria	Local/National Resources:
	<p>Carry out a stress management risk assessment and act on the results.</p> <p>Guidance:</p> <ul style="list-style-type: none"> As part of their legal obligation, an organisation must conduct risk assessments for work-related stress and take actions to prevent employees from experiencing a stress-related illness because of their work. Consider making use of the HSE Management Standards Indicator Tool, using an alternative survey or seeking support from a qualified person to highlight areas of work which could have a negative impact on the mental health and wellbeing of employees. 	<p>Policies</p> <p>WWW policy guidance template HSE policy guidance ACAS policy templates</p> <p>Stress management risk assessment</p> <p>HSE Stress management guidance and risk assessment examples</p> <p>Support for employees with recognised mental health problems</p>
	<p>Provide appropriate support for employees who have recognised mental health problems including making reasonable adjustments to work patterns and structures if appropriate.</p> <p>Guidance:</p> <ul style="list-style-type: none"> It is important that people with recognised mental health problems are given appropriate support to stay in work, in addition to their rights under the Equality Act 2010. This could include one to one support, mentoring/coaching, regular work reviews, and appropriate adjustments to work, such as flexible working hours or changes to certain tasks, or having a recovery action plan in place if appropriate. 	<p>Mind Wellness Action Plans guidance Gov.uk reasonable adjustments guidance Gov.uk Access to Work information Acas reasonable adjustments guidance Mental Health at work resources</p> <p>Positive working environment</p> <p>BITC mental health for employers toolkit</p>
	<p>Promote a positive working environment to support employee mental health and wellbeing.</p> <p>Guidance:</p> <ul style="list-style-type: none"> It is important to work with employees to create a positive environment for mental health and wellbeing. This could include: <ul style="list-style-type: none"> » Proactively encouraging employees to take breaks » Proactively encouraging a good work-life balance » Discouraging regularly working long hours etc 	<p>Support for employees through transition and change</p> <p>Better Health Every Mind Matters - Dealing with life's challenges.....</p> <p>Herefordshire & Worcestershire Wellbeing Recovery College website</p> <p>Mental Health at Work website</p> <p>BITC Toolkit website</p>

	Mental Health and Wellbeing Level 2: Criteria	Local/National Resources:
	<p>Ensure your approach is tailored and supportive of employees through times of transition and change.</p> <p>Guidance:</p> <ul style="list-style-type: none">• In addition to changes within an organisation, personal life transitions can have a huge impact on people’s health and wellbeing and it is important that organisations take a proactive approach to supporting employees.• This can include transitions such as retirement, becoming a parent or carer, bereavement, changing job/losing a job, reaching a significant age, becoming ill or disabled etc.	