

Mental Health and Wellbeing Level 1

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**.



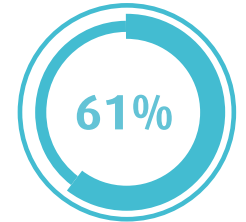
1 in 6 employees experience **mental health problems**.



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 1: Criteria

Local/National Resources:



Raise awareness and provide information about how employees can look after their mental health and wellbeing. This should include signposting to services, opportunities and resources.

Guidance:

- This could include:
 - » The 5 ways to wellbeing
 - » Reducing and managing stress
 - » Developing resilience
 - » Fostering social connections
- Ensure this information is suitable and supportive of employees that work at home/remotely or at different locations.
- There are a range of services, opportunities and tools available locally and nationally including helplines that should be promoted.
- If available, promote any support available across the workplace e.g. coaching, counselling, occupational health as well as key messages such as taking regular breaks etc.

Information and campaigns

WCC mental health [webpage](#)
Better Health Every Mind Matters [campaign](#)
Mental Health at work [website](#)
Mind mental health at work [area](#) including managers [resource](#)
Mates in Mind [website](#)
Mental Health Foundation mental health in the workplace [area](#)
Mind 5 ways to wellbeing [ideas](#)
Mental Health First Aid England [resources](#) including line managers' [resource](#)
e-LfH five ways to wellbeing [training](#)
Heads together [website](#)
Samaritans support for workplaces [website](#)
Time to Change [website](#)
Mental Health at Work [website](#)
BITC Toolkits

Services



Now We're Talking For Healthy Mind [website](#)
Herefordshire and Worcestershire Wellbeing and Recovery [College](#)
[Access to Work](#) mental health support service [website](#)
Reading Well [scheme](#)
NHS [Moodzone](#) Moodmaster [courses](#)
Onside PLUS [service](#) (combatting loneliness)



Create an open and supportive culture by proactively tackling and reducing mental health stigma and encouraging conversations.

Guidance:

- Consider how you will ensure that employees know that it is OK to talk about and support mental health and wellbeing in the workplace.
- Open conversations across the organisation will help to normalise mental health issues which, in turn, will enable employees to comfortably discuss their mental health
- This could take place in management meetings, one to one meetings, drop in sessions, events.
- Consider including questions about mental health and wellbeing in surveys and discussions.

	Mental Health and Wellbeing Level 1: Criteria	Local/National Resources:
	<p>Raise awareness and provide information for employees on how the law supports their mental health at work.</p> <p>Guidance:</p> <ul style="list-style-type: none"> Organisations have duties under health and safety legislation to assess the risk of stress-related ill health arising from work activities and to take measures to control that risk. The law also prohibits organisations from discriminating against employees on the grounds of a protected characteristic. A mental health issue can be considered a disability under the Equality Act 2010. Consider how you will inform employees about their rights under the Equality Act 2010 and the Health and Safety at Work Act 1974. Legal obligations around mental health should be covered in procedures such as recruitment and induction, grievances, bullying and harassment, management practices and management training. 	<p>Guidance and reports</p> <p>BITC mental health for employers toolkit</p> <p>BITC suicide prevention toolkit</p> <p>NICE mental wellbeing at work guidance</p> <p>Gov.uk thriving at work review</p> <p>Legal responsibilities</p> <p>Equality Act 2010 information</p> <p>EHRC Equality Act 2010 guides</p> <p>HSE mental health at work guidance</p> <p>HSE stress at work guidance</p> <p>Mind discrimination at work information</p> <p>ACAS supporting mental health at work guidance</p>
	<p>Ensure managers/ supervisors know that they have legal responsibilities regarding mental health in the workplace including stress, bullying and harassment, and disability.</p> <p>Guidance:</p> <ul style="list-style-type: none"> Managers/ supervisors need to be aware of how the law protects mental health and wellbeing in the workplace and the legal implications that could result from their own behaviour as well as that of others. It is important that this is covered in procedures around recruitment and induction, grievances, bullying and harassment, management practices and management training. 	