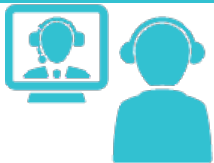


**Men have poorer health outcomes than women across many areas of health and have a lower life and healthy life expectancy. Men are less likely to make use of primary healthcare and seek support when needed. This means that it is particularly important to target initiatives at improving the health and wellbeing of the male workforce.**

**1 in 5**  
men die  
before the  
age of 65



### Criteria:

1. Assess and demonstrate need
2. Raise awareness and provide information about men's health and health issues relating to men including support and resources available
3. Develop your organisational approach to men's health including support within policies/ processes
4. Develop an initiative/ programme of activity focussing on men's health and ensure the initiative/ activity is evaluated to demonstrate impact



### Guidance:

- Demonstrate why this standard/ module has been chosen (using evidence where possible, this could include data or employee feedback/ voice/ engagement).
- It is important to provide tailored and appropriate information about men's health or resources that men are more likely to engage with so that employees feel supported to seek help when needed. Men are less likely to speak openly about health, so the opportunity for open conversations is important. Men may also be less likely to ask for time off work for health appointments so supportive policies and process such as flexible working can be very beneficial.
- Providing training and guidance for managers and team leaders is also a useful way to equip and empower managers and team leaders to spot signs, facilitate open conversations and respond appropriately.
- Consider how your workplace could improve men's health, this could include reviewing the physical workplace environment e.g. the placing of key information so that it is accessible but discreet if needed.
- Consider reviewing policies and procedures to incorporate supportive approaches such as:
  - Making reasonable adjustments
  - Allowing paid time off to attend appointments
  - Flexible working or special leave
  - Support during life-changing events
  - Additional support such as through HR, occupational health or an EAP.
- Consider planning a programme of activity around men's health. This could include campaigns, events, toolbox talks, seminars, sharing videos, signposting to online resources.
- It is important to think about senior leadership and employee engagement to develop and implement your approach for this standard.



### Local/National Resources:

Men's Health Forum [website](#) including resources such as man [manuals](#)

Mental Health Foundation [website](#)