

Mental Wellbeing in the Workplace

An Introduction





The Cost of Poor Mental Health

- Anxiety and depression accounts for **51% of all work days lost** and can both be triggered by stressful work environments
- The **annual global cost** to employers of poor mental health is estimated at **24-33 billion**
- **15% of people** at work have symptoms of an **existing mental health condition**

Who's Responsible?



Employers


- Lead and embed a wellbeing strategy
- Reduce stigma
- Tackle the causes of workplace stress
- Support and train managers
- Understand the impact personal issues can have on mental wellbeing

Managers

- Build rapport
- Plan work with people in mind
- Have confidence and knowledge in managing mental health
- Handle difficult conversations effectively
- Support work-life balance

Individuals

- Look after their own wellbeing
- Use positive coping strategies
- Identify personal stress triggers
- Engage with line managers
- Take notice and support colleagues



**What does ‘Good’
look like?**

Indicators of a Mentally Healthy Work Environment

- People feel **open to talk** about their mental health at work
- People can **maintain boundaries** and do not regularly work above and beyond their working hours
- Staff have access or signposting to a range of **mental health support resources**
- Staff are **consulted regularly** about the health of their working environment
- **Leaders are engaged**, take ownership, and act on feedback from staff
- There is a shared understanding that stigma around mental health is **constantly challenged**



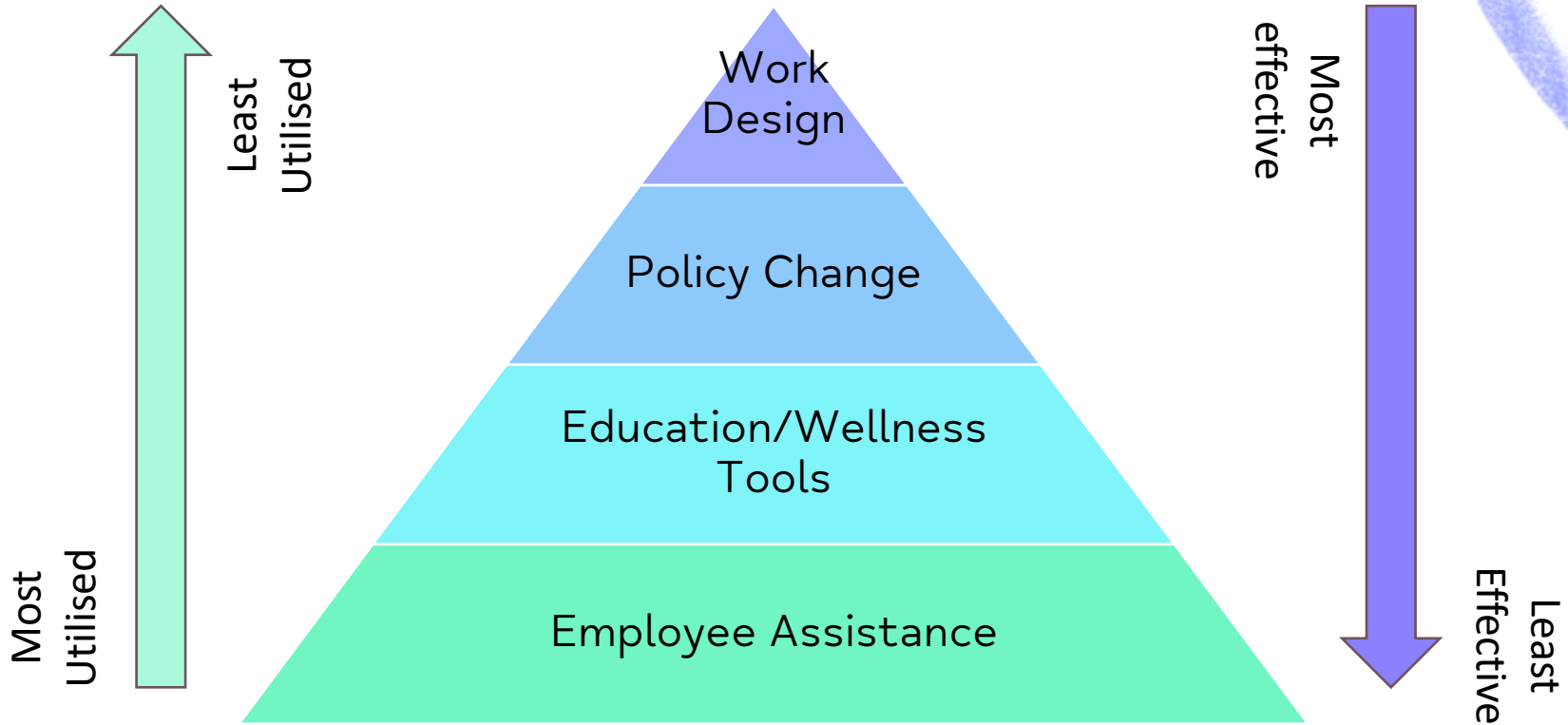
Working Towards ‘Good’

Using A Mental Health Framework

1. Prioritise mental health in the workplace by developing and delivering a **systematic programme of activity**
2. Proactively ensure **work design and organisational culture** drive positive mental health outcomes.
3. Promote an **open culture** around mental health.
4. Increase organisational **confidence** and capability
5. Provide mental health **tools and support**
6. Increase **transparency** and **accountability** through internal and external reporting.

**MENTAL
HEALTH
AT WORK
COMMITMENT**

Prioritising Change



Tangible Changes for Right Now

1. Promote **Psychological Safety**

2. Reduce the **number of meetings** people attend

3. **Demand boundaries** by banning emails and meetings after 7pm and encourage **'focus time'**

4. Ensure **adequate work/rest** with enforced breaks, wellbeing days and annual leave

5. Ensure leaders role model **looking after their wellbeing** to drive culture change

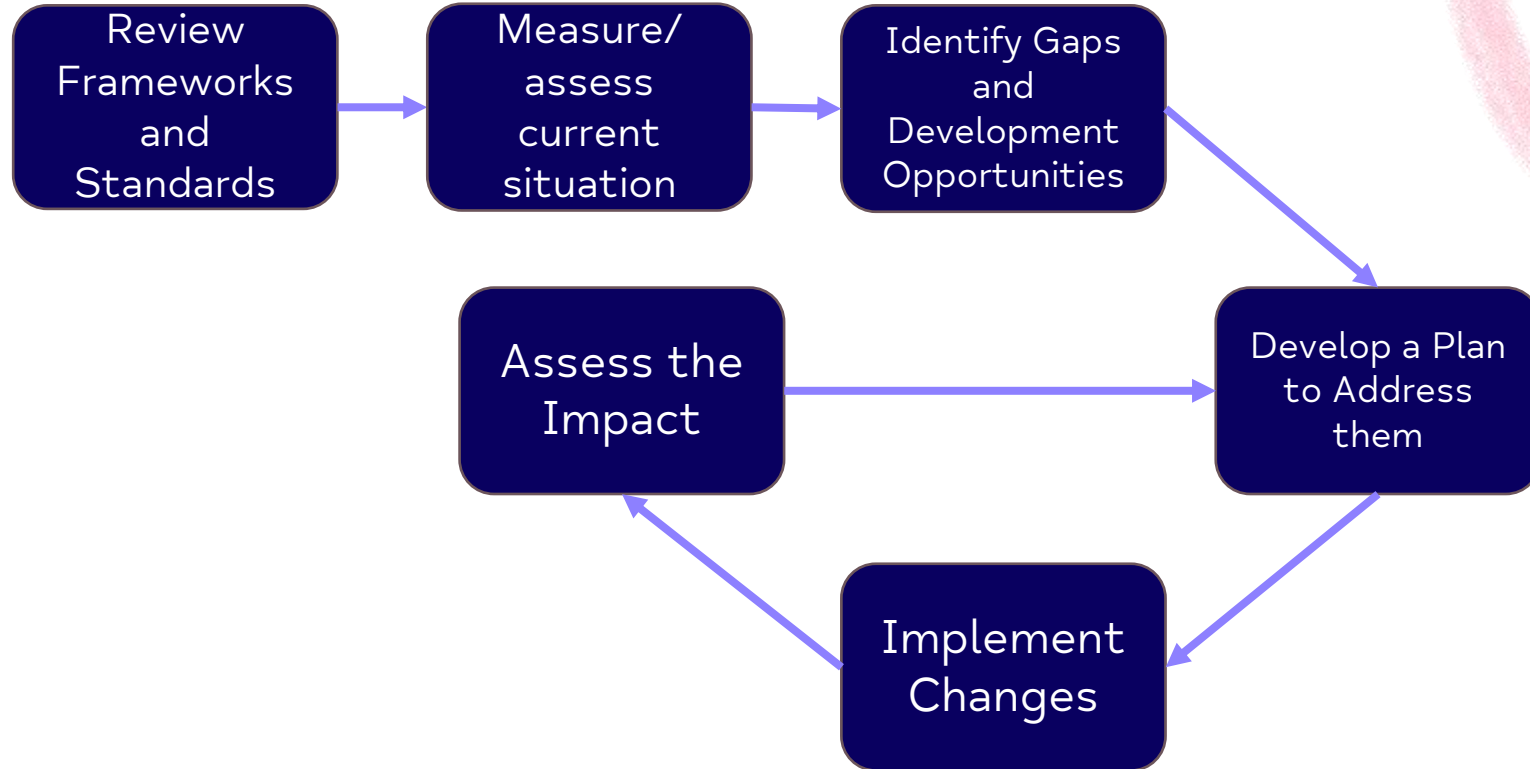
6. Promote **Autonomy** in working practices where possible



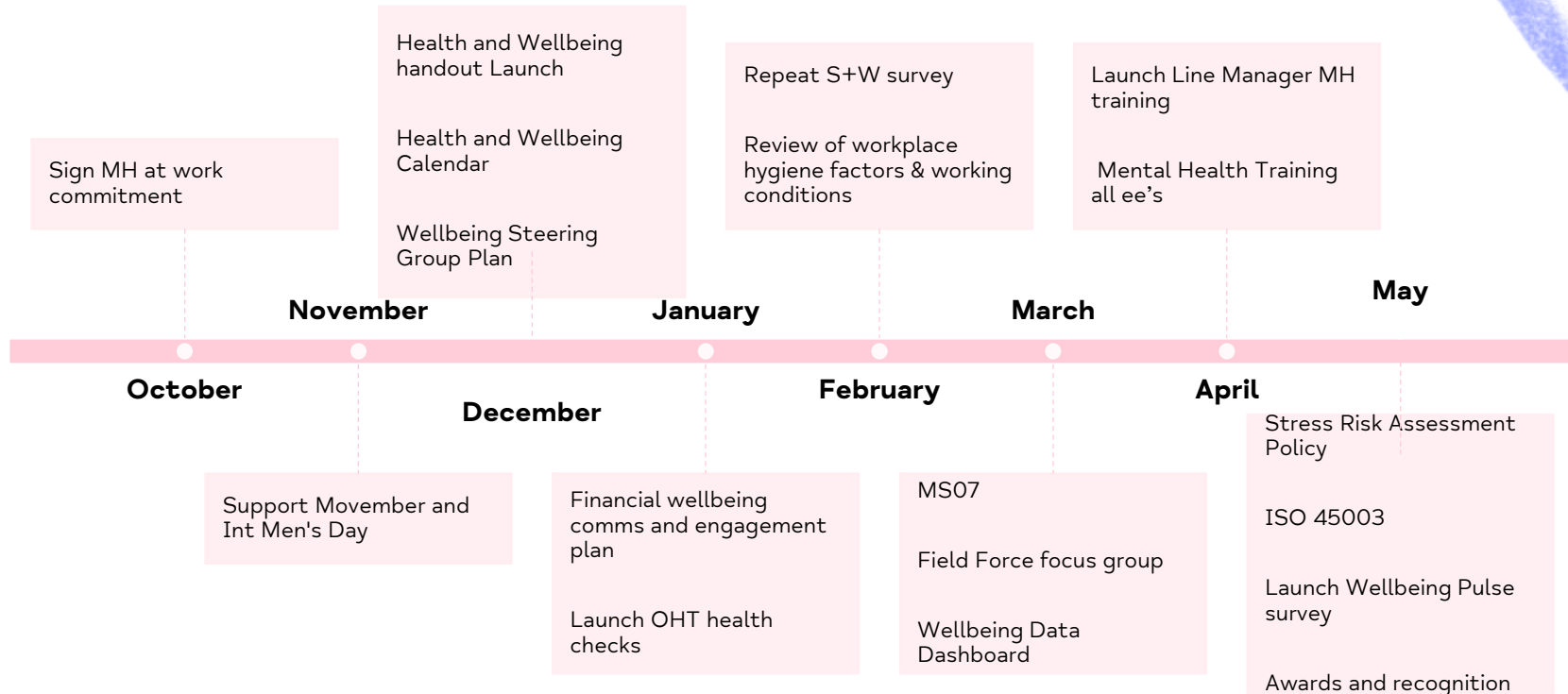
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Building your Mental Wellbeing Strategy

Building a Plan



Example Plan

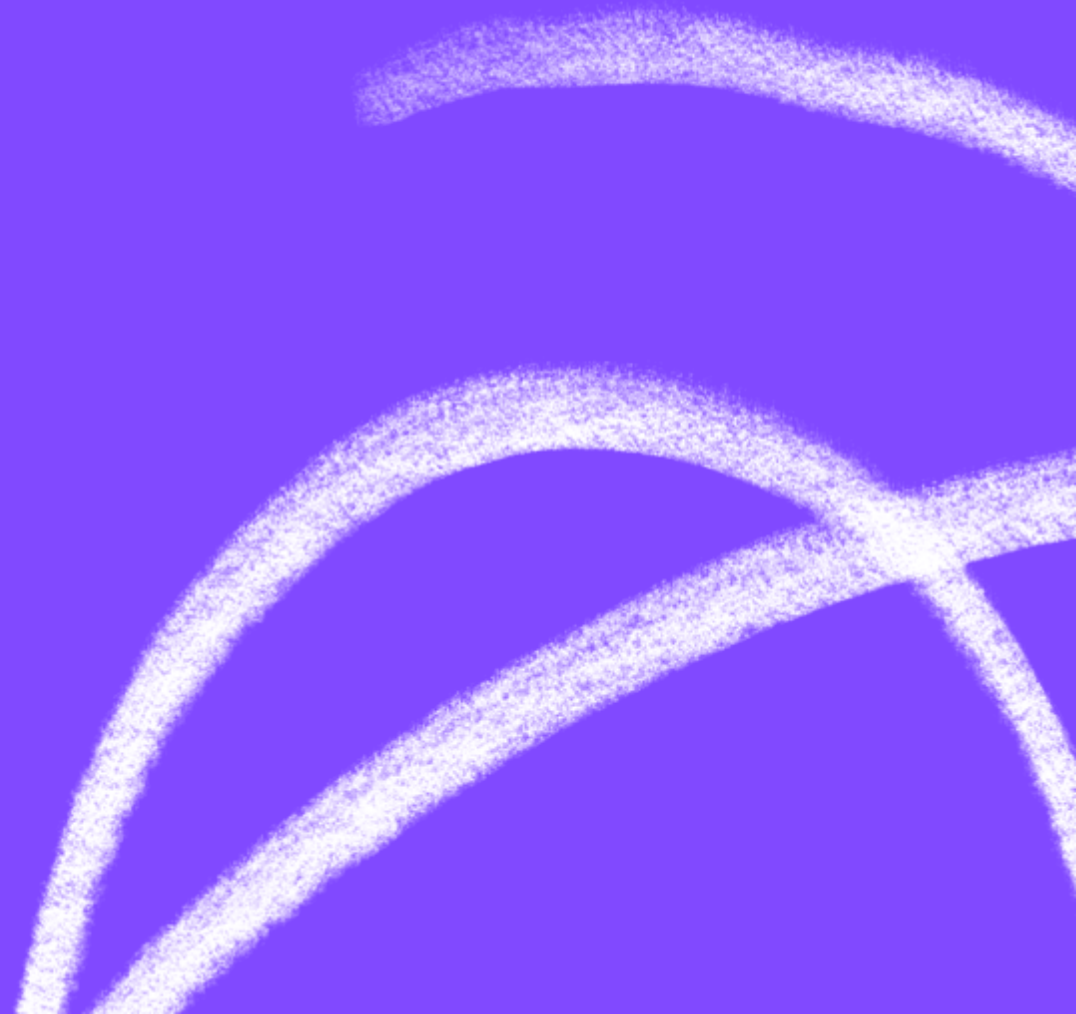


Resources and Toolkits

- HSE stress Management Standards
- HSE Talking Toolkit
- Mental Health at Work Commitment
- Thriving at work review
- Manager Support and Consultation lines
- CIPD Supporting Mental Health at Work
- Guide for Line Managers – Employee RTW
- WAP



York Mind



How We Can Help

York Mind have several services for employers looking to improve mental health in their workplace:

- **Consultancy**
We will assess the needs of your workplace(s) and make recommendations including changes to policies, ways of working and support tools
- **Accredited Training**
including ASIST suicide prevention and Mental Health First Aid, plus many more
- **Workplace Training**
On topics including Mindfulness in the workplace, Managing Stress, and Diversity
- **Webinars**
As either a supplement to training, or as a standalone offer
- **Coaching**
Our Mental Health Coaching offers 1-1 non-clinical support for any individual



Other Services we offer

- YorMind.org.uk
- Chat Chit Podcast
- Activities
- Advocacy
- Coaching
- Counselling – Both adults and young people's
- Young People's Services
- Peer Support
- Unemployment support (RISE Programme)



Fundraising for York Mind

York Mind relies on the support of people like you!
Why not raise money for us through:

**Taking on
an active
challenge!**

**Corporate
Sponsorships
and events!**

**Becoming
a charity
partner!**

**Payroll
Giving**

**Attending
our Events!**

UPCOMING EVENTS!

1. Webinar Series: 8 Ways to Wellbeing on 22nd February 2024

2. Mental Elf 5k Fun Run

On **3rd December**, 12pm start

At **York Racecourse**

Tickets: <https://www.yorkmind.org.uk/get-involved/fundraising/take-on-an-active-challenge/mental-elf/>





Thank you

Questions?

Stay in Touch:

www.yorkmind.org.uk

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