



**CFA UK I&D PARTNER  
PROGRAMME WORKSHOP:  
MENTAL WELLBEING AT WORK**

## WHERE WE STARTED

2017

- Mental Health No.4 on reported reasons for absence
- and almost 50% of PMI claims
- Feedback from our Employee Representatives

### Employer support:

- Employee Assistance Programme & Occupational Health



- Research & Design a Wellbeing strategy
- Mental Health No. 1 issue
- Workloads, office environment, finances, family commitments...
- Lack of Awareness
- Lack of support & existing support under utilised
- ‘We need to make it easier to talk about mental health and improve the support available



## FIRST STEPS MAY 2018 – MENTAL HEALTH AWARENESS WEEK

A week of promotions

- Basic Self Care – Tent cards & Water bottle ‘Hydrate. Feel Great’
- Promoting EAP services
- Series of Talks
- Senior Leader shares her story on depression & importance of seeking help
- Quiz on dispelling Mental Health Myths

# MENTAL HEALTH ACTION PLAN – TIME TO CHANGE

Required Time to Change Action Plan principles	Our completed & planned activity summary
<p><b>Demonstrate Senior Level Buy-in</b></p>	<ul style="list-style-type: none"> <li>✓ Wellbeing People Commitment announced at Roadshows 2018</li> <li>✓ Pledge signing – 10 October 2018 and making a public statement on removing stigma</li> <li>✓ Support for departmental based wellbeing training &amp; activity</li> <li>✓ Global Challenge Pilot Team Leaders</li> <li>✓ Funding secured for Mental Health training &amp; First Aiders</li> <li>➤ Facilitate story sharing by GEC &amp; Senior Leaders</li> </ul>
<p><b>Demonstrate accountability &amp; recruit Employee Champions</b></p>	<p>2018 People Commitment, appointment of lead and collection of Wellbeing Volunteers            Appoint Mental Health First Aiders            First Aiders role includes identifying themes and promoting best practice            Wellbeing volunteers participate in promotions and activities</p>
<p><b>Raise awareness about mental health</b></p>	<p>National Mental Health Day promotions            Participate in Britain's Healthiest workplace            Time to Change Pledge signing – 10 October 2018</p> <ul style="list-style-type: none"> <li>➤ Promotion of First Aider role</li> <li>➤ Awareness education available for all</li> <li>➤ Utilise Time to Change events &amp; master classes and This is Me promotions</li> </ul>
<p><b>Update and implement policies to address mental health problems in the workplace</b></p>	<p>Family Friendly Policies to better support personal needs            Your Flex supports work / life balance</p> <ul style="list-style-type: none"> <li>➤ Future Policy reviews shaped by Employee Voice</li> <li>➤ Future Policy reviews consider mental health and wider Inclusion People Commitment</li> </ul>
<p><b>Ask your employees to share their personal experiences of mental health problems</b></p>	<p>Mental Health Awareness week 2018 education sessions including HRD story sharing</p> <ul style="list-style-type: none"> <li>➤ Join 'This is Me' &amp; utilise their promotions</li> <li>➤ Facilitate story sharing &amp; encourage talking about mental health</li> </ul>
<p><b>Equip People leaders to have conversations about mental health</b></p>	<ul style="list-style-type: none"> <li>✓ Launch People Leaders Awareness workshops – 1 October 2018</li> <li>➤ Promotion of support available to People leaders</li> <li>➤ Written guidance improvements, potential to provide case studies and simple guides</li> </ul>
<p><b>Provide information about mental health and signpost to support services</b></p>	<p>Mental Health Awareness week promotions            Promote existing Occupational Health and Employee Assistance Programme (Bupa)            Promote charity support e.g. The Mix Charity (for under 25's), Mind, Samaritans, SeemeScotland            Improve ease of access to &amp; improve clarity on support services &amp; materials            Inclusion in Recruitment &amp; Induction information</p>

# MENTAL HEALTH OUR PLEDGE - TIME TO CHANGE

World Mental Health Day October 2018

Awareness training for Managers  
Appointment of First Aiders  
Mental Health Digital learning tool  
Walk & Talk

We've signed the

**time to change**

**Employer Pledge**

let's end mental health discrimination



# MENTAL HEALTH INTO 2019

- First Aiders in action

Coming soon:

- Story sharing
- Stress Awareness
- Mindfulness

From Awareness to Behavioural change

- Local plans
- Resources & Tools
- Leadership capability
- Flexible working & Policy review
- Reasonable adjustments & the 'Whole You'

