

# EMPLOYER CHECKLIST FOR CREATING MENTALLY HEALTHY WORKPLACES



## **Value mental health and wellbeing as a core and integral part of your company culture**

- Commit to developing an approach to mental health at work which focuses upon protecting and improving mental health for everyone and ensure it supports those when it's needed.
- Designate board and senior leader champions and ensure they and your middle managers and supervisors (team leaders) are the conduit and responsible for implementing mental health programmes.
- Commit to reviewing your everyday working culture to ensure both from a mental health, wellbeing and employee engagement perspective it is the best possible.
- Undertake regular employee workforce surveys to build data about your workforce climate and use the findings to plan and deliver action and inform workplace policies.
- Recognise and celebrate the impact of existing employee benefits and corporate social responsibility activities on the mental health and wellbeing of your workforce and communicate these to all.



## **Support the development of compassionate and effective line management relationships by ensuring appropriate training is completed**

- Provide opportunities for managers and supervisors to attend relevant training to support employee mental health and wellbeing.
- Provide proactive support for line-managing people with mental health issues, including access to HR and, where necessary, occupational health services.



## **Value the diversity and transferable skills that lived experience of mental health problems bring and support disclosure**

- Include mental health and employee wellbeing in your dignity, diversity and inclusion strategies and recognise the mental health component of wider equality initiatives.
- Ensure mental health and employee wellbeing, dignity, diversity and inclusion are part of your new employee onboarding process.
- Ensure your business creates opportunities to link with employability providers to enable people with mental health problems to join your workforce.
- Embed a positive culture which values authenticity and openness and is actively led and witnessed in the behaviours of your leaders.
- Explore setting up peer support and champions trained in wellbeing and mental health.



## **Address discrimination**

- Ensure that discrimination on the grounds of mental health status is seen to be as unacceptable as discrimination in relation to the other protected characteristics.
- Ensure employees are aware of your relevant company policies and procedures and encourage any discrimination or harassment to be reported without fear of recrimination.



## **Support national and local mental health and wellbeing initiatives**

- [Time to Change](#), [Time to Change Cymru](#), [See Me](#) and [Mental Health Awareness Week](#).