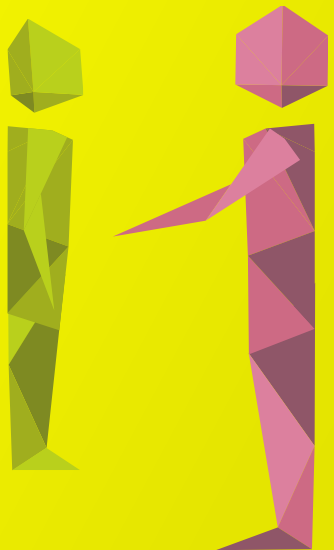


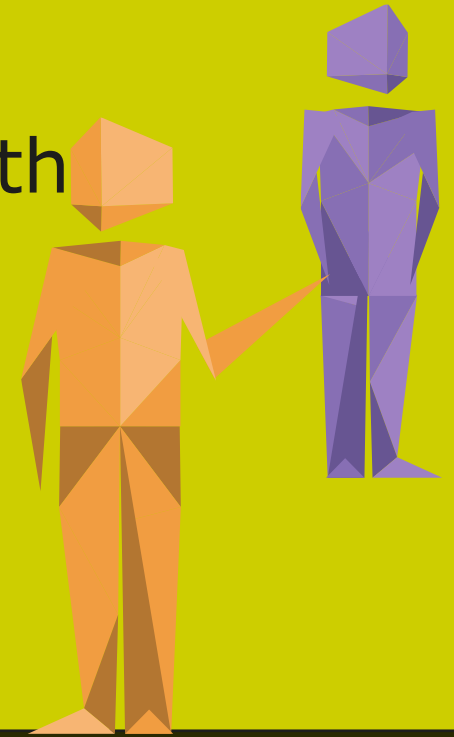
Supporting mental health in the workplace

in conjunction with Casanovas Recruitment Solutions



Agenda

- Welcome and introductions
- Recognising symptoms
- Business benefits to supporting mental health
- Best practice dealing with mental health



What is mental health?

“ A state of wellbeing in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community. ”

World Health Organisation

Mental ill health: example conditions

Depression

Anxiety

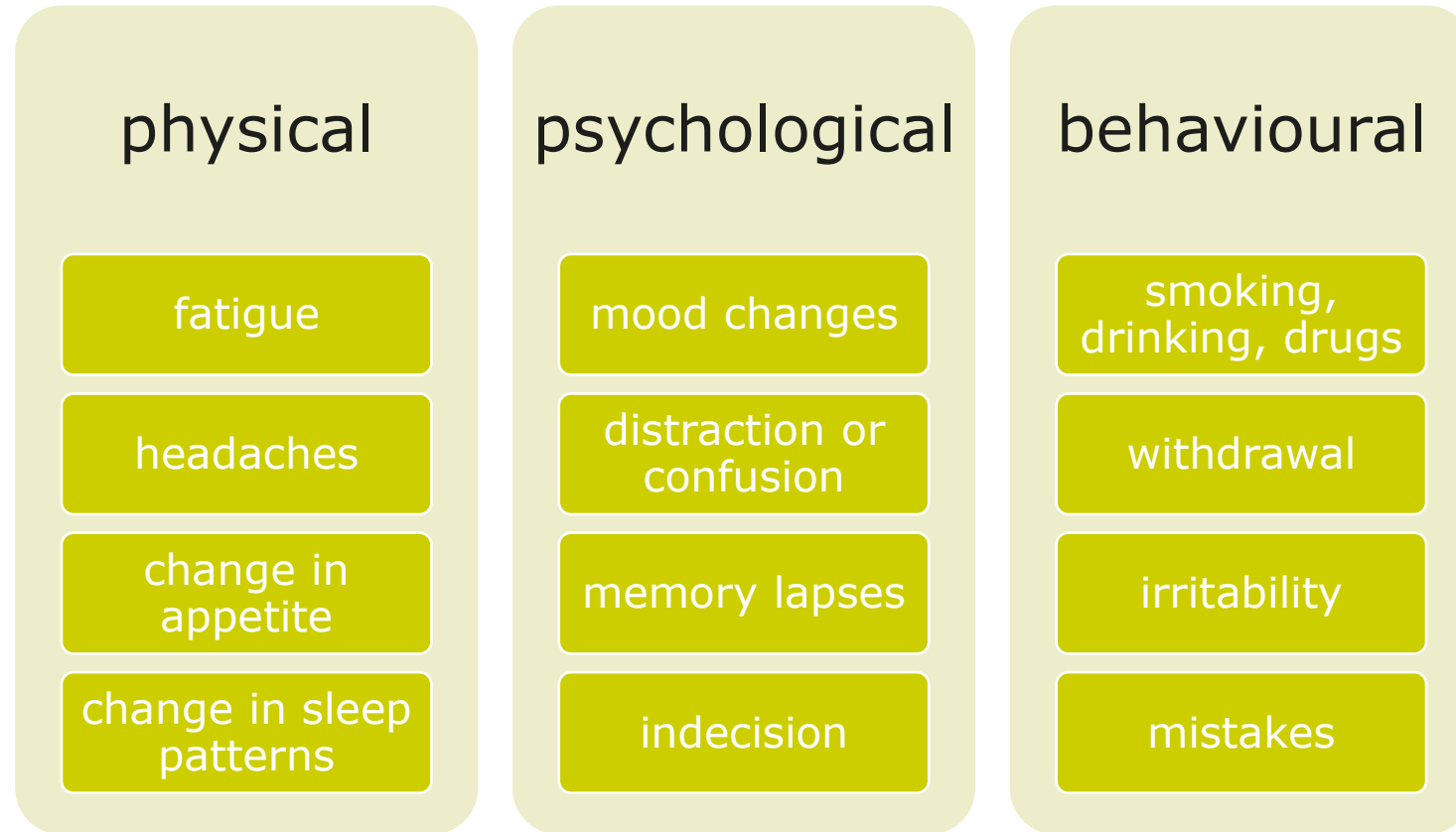
Stress

Schizophrenia

Personality disorders

Recognising symptoms

Recognising symptoms



change

An extra challenge

- working from home and increased flexibility

Business benefits

What do you think?

- **1 in ?** adults are suffering from a mental health issue in any given week
- **?%** feel unable to be honest about it
- **?%** feel uncomfortable talking to employer about their mental health

General facts and figures

- One in four people experience a mental health issue per year
- 1 in 6 adults are suffering from a mental health issue in any given week
- 1 in 5 take time off for stress
- **But** 90% feel unable to be honest about it

What do you think?

How many working days lost to mental health per year?

How much does this cost businesses?

What percentage of people feel uncomfortable talking to their employer?

? in 10 who experience stigma and discrimination?

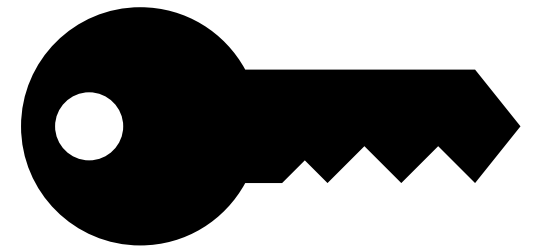
Workplace facts and figures

- Around 72 million working days lost to mental ill health per year
- This costs between £74bn and £99bn per year
- 49% feel uncomfortable talking to employer about their mental health
- 9 in 10 who experience mental ill health experience stigma and discrimination

Business benefits of improving mental health

- Compliance with the law
- Reduced grievances
- Reduced staff turnover
- Reduced staff absence
- Reduced presenteeism
- Improved staff morale
- Improved engagement
- Improved performance

a key to resolution
best practice



Mental ill health: example causes / triggers

Pressures at work / home

Longer hours

Financial pressures

Relationships at work / home

Isolation working from home

Mental health: example roadblocks

Employee	Manager/organisation
Stigma and fear of admitting the issue	Lack of awareness, understanding and confidence
Fear of discrimination	Thinking you're responsible
Fear of impact on long-term career	Fear of legal consequences
↓	↓
Shhhhhh!	

Mental health: key to resolution

“ Create a climate where people feel confident to talk openly about the problems they are experiencing and trust their employer to do the right thing by them. ”

MFHA Line Managers' Resource, 2016

Reflect and follow up

Realistic timescales

Alternative internal and external support

Make reasonable changes

Follow up and review

Explore the situation

How can you support

Don't judge

Remain calm

Don't interrupt

Private

Focus

Regular contact

Employee raises

You ask

- Be prepared to ask again
- Use examples

Manage the team

Agree what to say

Could a situation be impacting others

Make reasonable changes

Follow up and review

Reflect and follow up

Realistic timescales

Alternative internal and external support

Make reasonable changes

Follow up and review

Explore the situation

How can you support

Don't judge

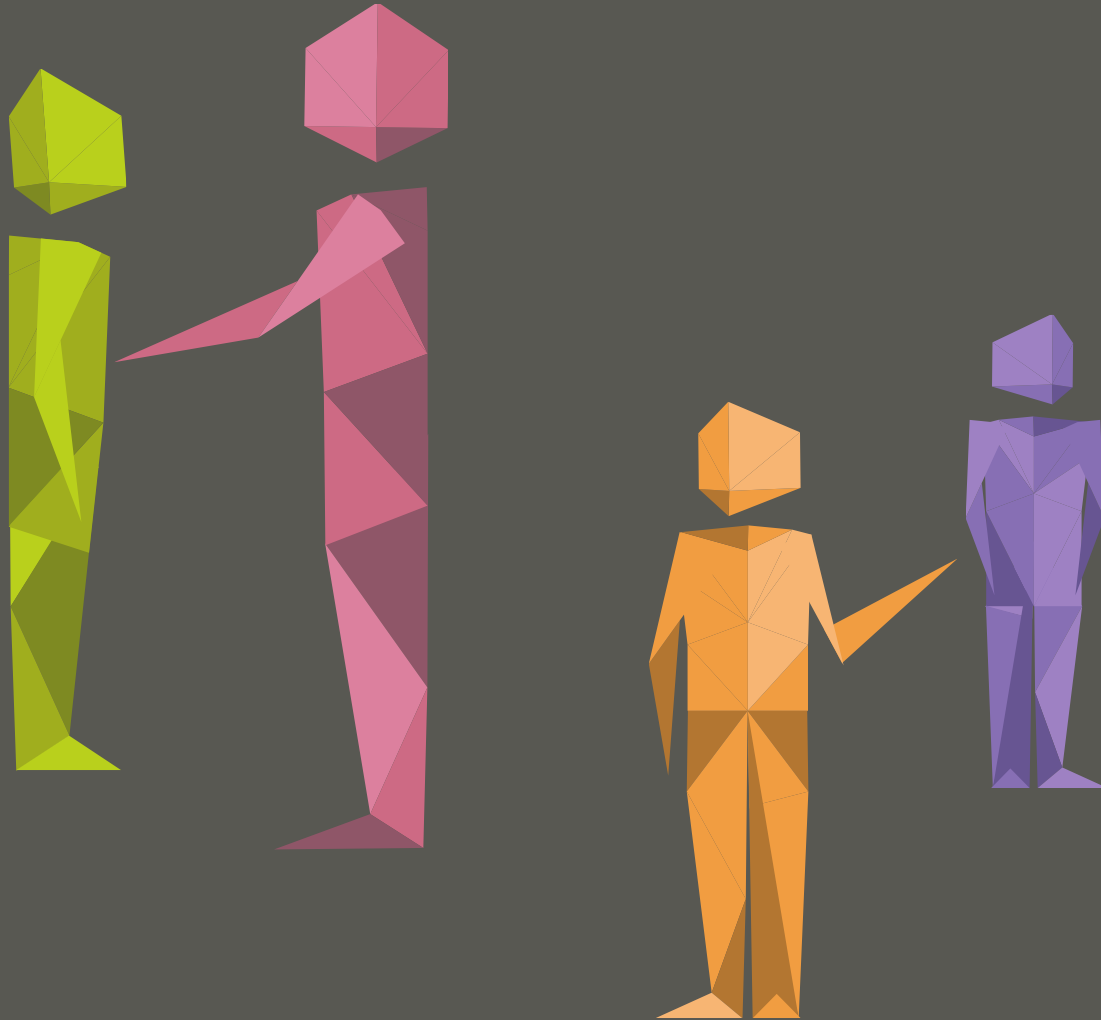
Remain calm

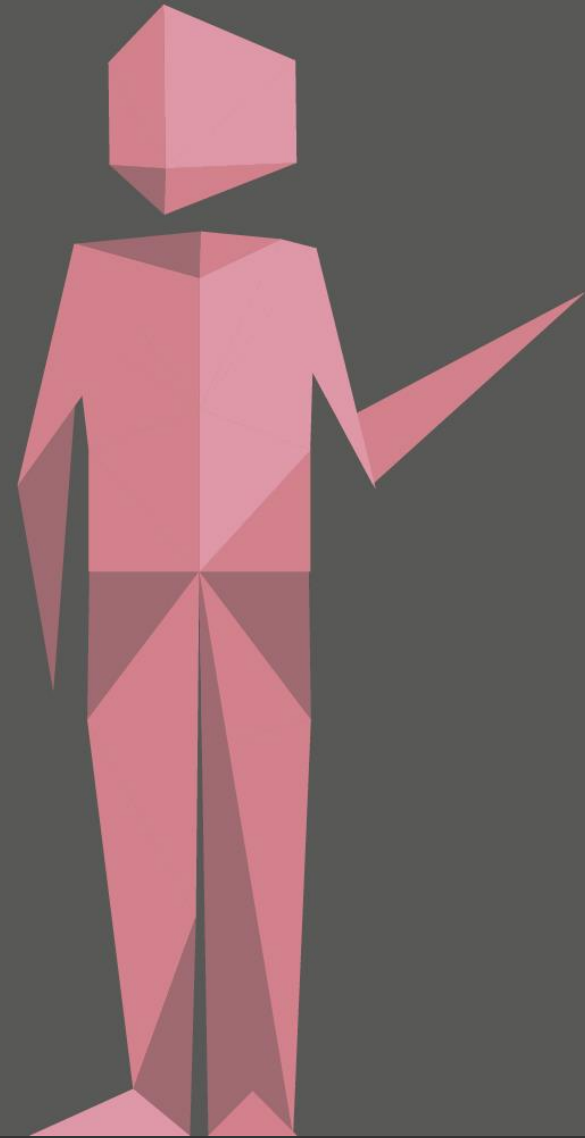
Don't interrupt

Private

Focus

Let us know what you think! Please follow the QR code to complete a short survey:





a perfect
balance
of skills
**for your
HR needs**

let's talk

Training for your staff

A range of training to help your staff move forward with knowledge and confidence:

- **Mental health in the workplace for managers**
- **Managing misconduct**
- **Equality / Equity, diversity and inclusion in the workplace**
- **Menopause in the workplace**
- **Managing performance & early intervention**
- **Bullying, harassment and equal opportunities in the workplace**



<https://www.birkettlong.co.uk/site/in-business/employment-hr/hr-and-employment-law-training-for-your-business/>

'at times it felt like you were working directly for us'

'from the start you and your team had our best interests covered'

'to say we are happy with the outcome of the employment tribunal is an understatement ... we did not envisage the outcome you and your team managed to secure'

Birkett Long's BLHR and employment services

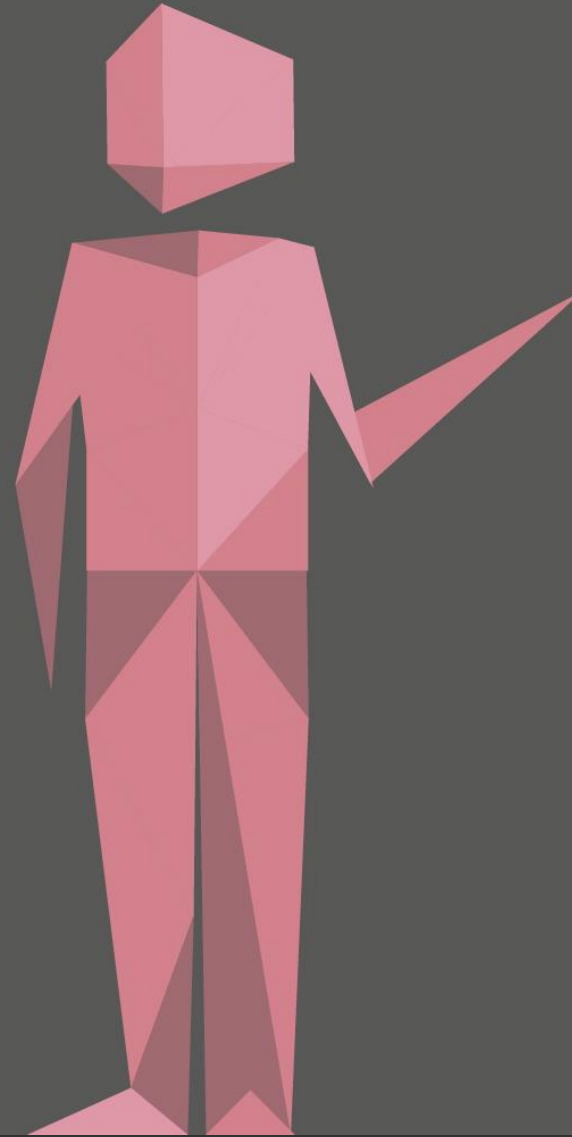
Need a one stop shop HR and employment law solution? Keep policies and procedures up to date with legislation and case law?

Or do you just want to pick and mix from our services what you need...when you need it?

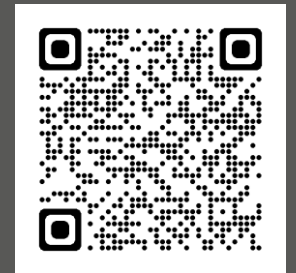
Let's talk!

Find out what Birkett Long's Legal 500 top tier BLHR & Employment team can do for you.

www.birkettlong.co.uk/chatterbox



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balance
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let's talk



Birkett Long is going green! Please help support our NetZero initiative and use the following link to access the notes/slides from today:







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Thank you!

