

# Want to go further?

We strongly recommend that all employers implement the six core *Thriving at Work* standards.

In the following pages we look at the four enhanced *Thriving at Work* standards for employers that can and should go further.

They're designed for larger employers and the public sector, including national governing bodies, large membership organisations and large leisure providers. However, smaller employers can also put the enhanced standards into practice.

## Getting mental health on track

Matt Mancini, Welfare Development Manager,  
British Horseracing Authority (BHA)

“As a sport we have quite an extensive wellbeing offer – but we know we can always do more for our workforce and our participants,” says Matt.

To put mental health firmly on the agenda the BHA offers mental health awareness training and mental health in the workplace training to staff. Matt says the response has been very positive.

Plus, the BHA is also developing a network of Mental Health Champions to offer support to people who might be struggling at work.

“We have a mental health forum on Workplace [a version of Facebook for work]. People can come forward and share information or ask for help and support from our Champions.”

Along with its partners, the BHA is also looking at the wider sport, so it can focus on what support its workers need.

“We’re undertaking research around mental health so we can understand the landscape for ourselves and what might be causing those issues,” he says.

## Influencing supply chains

Larger employers have an important role to play embedding mental health within the sector and helping create a culture shift in wider society that removes the stigma around mental health. We recommend that they use their influence over their supply chains and customers to encourage and support smaller employers to implement the *Thriving at Work* core standards. For example, you could share resources, knowledge and training courses.