

Enhanced standard one

Increase transparency and
accountability through internal and
external reporting

You can use the data you collect to monitor your workforce's mental health and wellbeing (see core standard six, page 58) to produce an annual report. You can share it internally with your people and externally with key stakeholders. Including a leadership commitment to make progress on the support you offer for mental health at work sends a powerful message.

Industry umbrella bodies could also run surveys and report at a sector level. This would enable organisations to benchmark their performance against others and help employers to learn from each other.

Your report could include:

- a statement on your commitment to the *Thriving at Work* standards
 - initiatives currently in place and priorities for the future
 - evidence of the impact of your initiatives, through case studies and data such as people survey results, reduced sickness absence and increased engagement in mental health activities.
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Employer tool

Workplace Wellbeing Index

Our [Workplace Wellbeing Index](#) is a benchmark for best policy and practice. It will help you find out where you are doing well and where you could improve. It can also help you gain public recognition for what you're doing and find out where you benchmark in comparison to peers and other participating organisations.

Sport and physical activity employers are taking part in the Index for the first time in 2018/19. We hope this will inspire further engagement across the sector.