

Enhanced standard two

Demonstrate accountability

Appointing a Board-level lead helps ensure that mental health is taken seriously. In large organisations this role could be part of the senior leadership in HR or Health and Safety teams. It's important that the lead has clear accountability for protecting and supporting mental health throughout your organisation, and that they seek opportunities to increase collaboration.

Appointing a lead

Craig Ranson, Director of Athlete Health at the English Institute of Sport (EIS).

“We want to develop parity between mental and physical health, and this is reflected in recent appointments of a Head of Mental Health, and a Mental Health Manager who will drive implementation of the Mental Health Strategy for the High Performance System,” explains Craig Ranson, Director of Athlete Health at the English Institute of Sport (EIS).

“The post-holders will work with a newly formed Mental Health Expert panel, UK Sport, Home Country Sport Institutes and World Class Programmes as part of our commitment to ensuring we're at the forefront of mental health provision and having a robust system in place to support athletes and all who work in the High Performance System.

“Dr James Bell, a performance psychologist with experience across a range of sports, is the new Head of Mental Health and will lead on implementing the Mental Health Strategy for the High Performance System.

“An Expert Mental Health panel has additionally been appointed to advise the system, adding experience and expertise to ensure collaboration and the sharing of good practice is at the heart of an enhanced, system-wide mental health support.”

Consider including employees' mental health as part of senior leaders' performance objectives and making them accountable for adopting the mental health core and enhanced standards. For example, their performance review could include measurements like sickness absence, people survey results, take-up of Employee Assistance Programmes or Occupational Health Services and disclosure rates.

If you're a smaller organisation, consider nominating an appropriate lead to demonstrate accountability, or share the role with a group of senior staff members.