

Enhanced standard four

Ensure provision of tailored
in-house mental health support and
signposting to clinical help

Explain what internal and external mental health and wellbeing support is available to your people as part of your organisation's mental health at work plan. Make all new employees, volunteers and athletes aware of this as part of their induction process. We recommend that all new line managers and coaches receive training on this information, so that they can signpost to it as part of effective people management.

Examples of types of support to include:

- internal wellbeing or mental health network where people can share experiences and tips on how to manage mental health and wellbeing at work
- peer support groups
- formal or informal buddy systems to give people the opportunity to talk to someone other than their line manager or coach
- Mental Health First Aiders or Mental Health Champions for employees to talk to if they are struggling
- signposting to local voluntary sector providers, such as local peer support groups and online peer support
- signposting to clinical help, such as NHS services or another healthcare provider.

Examples of additional support some employers could buy in or offer in-house:

- free or subsidised private medical insurance
- access to Cognitive Behavioural Therapy (including digital platforms)
- access to counselling at work
- Occupational Health
- Employee Assistance Programmes and other tailored mental health and wellbeing support.

“ We have a health scheme with a company called How it Feels, so we can signpost to their website. That gives us professionals to utilise in areas where we're not experts.

– Faye Nixon, Head of Global Engagement,
Derby County Football Club

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Some employers extend support to organisations in their supply chain – particularly to smaller employers – to help them improve the mental health of their employees.

Employer tool

External sources of mental health support you can share with your people:

Mind Infoline

The Mind Infoline can help you to find out what services are available in your area.

You can call us on **0300 123 3393**, email info@mind.org.uk or text **86463**. We're open 9am to 6pm, Monday to Friday. Or find out if there is a local Mind near you here: mind.org.uk/information-support/local-minds/

Elefriends

Elefriends is a supportive online community where you can be yourself. We all know what it's like to struggle sometimes, but now there's a safe place to listen, share and be heard. Whether you're feeling good right now, or really low, it's a safe place to share experiences and listen to others.

Sign up at: elefriends.org.uk/

Samaritans

Samaritans offer a safe place for you to talk any time you like, in your own way – about whatever's getting to you. You don't have to be suicidal. Call Samaritans free any time, from any phone on **116 123**. They are open 24 hours a day, 365 days a year.

Find out more at: samaritans.org/how-we-can-help-you

Rethink Mental Illness

Founded 40 years ago through voluntary groups for people affected by mental illness, Rethink Mental Illness have over 100 groups in England. Call them on **0300 5000 927**. They are open 9.30am to 4pm, Monday to Friday.

Find our more at: rethink.org/about-us/our-mental-health-advice

Elite level support

At an elite level, player associations, national governing bodies and the English Institute for Sport offer tailored support for athletes provided by the following specialist organisations.

The Professional Players Federation (PPF)

A list of mental health support provided by player associations across the UK can be found here: ppf.org.uk/wp-content/uploads/2015/12/Mental-Health-Support-May-2017.pdf

The English Institute of Sport (EIS) Mental Health Referral Programme

The Mental Health Referral Programme provides specialist primary and secondary care services to elite athletes that are struggling with a wide range of mental health issues, including depression, stress, anxiety, eating disorders, obsessive compulsive disorders and addictions. It is available to all athletes on World Class Performance Programmes.

Find out more at:

<https://www.eis2win.co.uk/2017/10/10/mental-health-referral-programme/>

Getting a fresh perspective

Gold medal-winning hockey player Helen Richardson-Walsh is one well-known athlete who has benefited from the EIS Mental Health Referral Programme.

“Through the programme I was referred to the Priory Hospital in Roehampton as an outpatient for a series of appointments over the space of six months or so. I’m grateful for that support from the EIS. It took me a few months to start to get back to feeling myself again,” says Helen.

“The specialists I saw were away from the hockey world and my daily life and that was critical. They brought a fresh perspective to my issues, allowing me to gradually see the light at the end of the tunnel. Slowly but surely I started to feel like my old self. Everyone knows the success that eventually followed in Rio for myself as part of the GB hockey team. I think what I’d gone through made it even more satisfying.”

Read more about Helen’s experience and see her talking about the programme in a video interview on the EIS website.

Sporting Chance

Sporting Chance is a charity that helps over 800 professional and former professional sportspeople who are experiencing emotional problems or worried about addiction each year.

Call them on [0870 220 0714](tel:08702200714) or email: info@sportingchanceclinic.com

Find out more at: sportingchanceclinic.com/

Other commercial providers

Further tailored services, including support from psychologists, psychiatrists and therapists specialising in elite sport, can be accessed from commercial providers such as Cognacity and the Priory Group.



How Mind can help you

Mind are the leading voice on mental health in the workplace. We're here to support you to improve your organisation's approach to mental health. We offer a range of workplace wellbeing resources and cost-effective training and consultancy. Plus, our Mind Workplace Wellbeing Index can help you find out where you are doing well and what you can do better.

Employer Journey

Our one-page [Employer Journey](#) connects you with key Mind resources that you may find helpful on each stage of your journey to implement the *Thriving at Work* standards in your organisation.

Contact work@mind.org.uk to find out more.

Supporting the sport and physical activity sector

We're delighted to partner with Sport England and the National Lottery on phase two of [Get Set to Go](#) (between 2018 and 2021) to enable the sport and physical activity sector:

- help people with mental health problems to access their activities
- better support their employees with mental health problems improve their policies and practice around mental health.

To find out more about the support available please visit mind.org.uk/sport or contact sport@mind.org.uk

Partner with us

There are lots of different ways to partner with us to achieve both your organisational objectives, including corporate responsibility goals, and your wider business needs. Our experienced team will suggest innovative ways to tailor our partnership and engage your workforce.



Department for
Digital, Culture,
Media & Sport

SPORT+
RECREATION
ALLIANCE

We're Mind, the mental health charity.
We want to support a million people
to stay well and have good mental
health at work by 2021.

Be part of our movement for change in workplace
mental health.

sport@mind.org.uk

mind.org.uk/sport

 @MindCharity

 /mindforbettermentalhealth

 Search for Mind.

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