

# Workplace Wellbeing Index

Our benchmark of best policy and practice in workplace mental health



# Mental health at work - why it matters

We all have mental health just as we all have physical health, and considering how much time we spend at work, it's not surprising that our jobs can have a significant impact on our mental wellbeing.

In our 2016/17 Index, 26 per cent of the employees who reported having poor mental health said their workplace was a contributory factor and a further half said it was due to a combination of problems at work and outside of work. 40 per cent said they had taken time off as a result.

Every employer depends on having a healthy and productive workforce. Valued and supported employees are far more likely to achieve the best for your organisation.

Putting mental health front and centre of your agenda will benefit your bottom line, but most importantly, it's the right thing to do for your employees.

**Join our Workplace Wellbeing Index and be part of our movement for change in workplace mental health. To take part, email [index@mind.org.uk](mailto:index@mind.org.uk) or register online: [mind.org.uk/index](http://mind.org.uk/index)**

## What is Mind's Workplace Wellbeing Index?

At Mind, we want to support a million people to stay well and have good mental health at work by 2021.

That's why we run our Workplace Wellbeing Index; a benchmark of best policy and practice. It robustly assesses where the gaps lie between an organisation's approach to workplace wellbeing and staff perceptions, and recognises the good work employers are doing to support their staff.

It will help you find out where you are doing well and where you could improve your approach to mental health in the workplace.

The Index is the only benchmark dedicated to workplace mental health in the UK.



## Taking part in our Index will enable your organisation to:

- find out what your employees really feel about how you support their mental health
- gain public recognition of your organisation's commitment to workplace wellbeing
- find out where you benchmark in comparison to peers and other organisations participating in the Index
- share and access best practice learning from other employers participating in the Index
- contribute towards cutting edge research on workplace wellbeing.

“We are pleased that our work to help the mental health of our employees has been recognised in Mind’s first Workplace Wellbeing Index. Our practices mean we’ve been able to better support our staff and, as a result, we’ve seen great progress made in the wellbeing of our colleagues.”

Gail McCourt,  
Head of Fiduciary Management,  
RBC Wealth Management



**Wealth  
Management**

# Levels of participation

We have three levels of participation to suit your needs and budget. Please contact [index@mind.org.uk](mailto:index@mind.org.uk) for pricing information.

Key services	Level 1	Level 2	Level 3
Participation in employer and staff surveys	✓	✓	✓
Assessment report including:	✓	✓	✓
• Top-line analysis	✓	✓	✓
• Benchmarking with Index participants	✓	✓	✓
• Recommendations for improvement	✓	✓	✓
Your Index badge and comms toolkit (for qualifying participants)	✓	✓	✓
Access to best practice learning from Index participants	✓	✓	✓
Access to Mind Workplace Wellbeing events	✓	✓	✓
Dedicated Client Support Officer, who will provide:		✓	✓
• Face-to-face delivery of assessment report		✓	✓
• Regular check-ins:		✓	✓
▪ Throughout Index journey		✓	✓
▪ Toward implementation of recommendations		✓	✓
▪ Toward achievement of milestones		✓	✓
In-depth assessment report, including		✓	✓
• Comprehensive policy review and detailed breakdown by assessment area (for example people management, line manager capabilities)		✓	✓
• Tailored breakdown of results based on your requirements (for example by business unit/ directorate/department)		✓	✓
• Detailed benchmarking with Index participants of your size and sector		✓	✓
Staff interviews undertaken by Mind consultant to gather qualitative feedback, to be integrated into overall Index assessment report. (Note that data from staff interviews will not factor into overall employer score).			✓

# The participation process

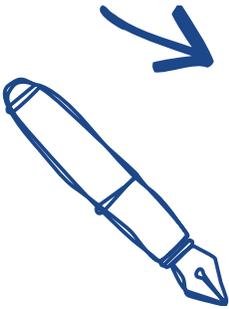
## Step 1: Sign up

- Register online at [mind.org.uk/index](http://mind.org.uk/index).
- Gain senior buy-in within your organisations to sign up.
- Decide which level of participation to opt for.
- Get in touch to sign up.



## Step 2: Prepare to take part

- You will receive your welcome pack including marketing materials and hints and tips to engage your staff.
- Prepare your internal communications approach to ensure maximum survey response rate.
- Start collecting evidence for the employer survey – we will provide resources to help you prepare.



## Step 3: Take part in the assessment

- Take part in employer and staff surveys.
- Surveys launch in September and close in December each year.



## Step 4: Receive your results

- Survey results and analysis delivered in early Spring.
- Review recommendations and make plan for implementation.



## Step 5: Celebrate the Index

- Index ranking will be published and the awards event will take place in early Spring.



# Assessment areas

The following areas will be assessed through the employer and staff surveys:

- Your organisational and **HR data**
- Your organisation's **general approach** to mental health
- **Senior leader buy-in** and organisational policy on mental health
- Your approach to **job design and recruitment**
- What **preventative measures and initiatives** you have in place
- Your approach to **people management**
- How your **physical workplace environment** affects staff wellbeing
- How you consult **staff with experience of mental health problems** and encourage lived experience leadership
- The **support tools on offer** from your organisation
- How you **build mental health literacy** in your organisation
- What **awareness raising and anti-stigma activities** you carry out
- The **wider policies** you have in place and how they interact with the mental health of staff
- How you encourage staff to take care of their **physical wellbeing**



Mind CEO Paul Farmer, with staff from the Environment Agency, the number one employer in Gold at the 2016/17 Index Awards and host Anna Williamson.

# Recognising employers

Based on the results of your assessment, qualifying organisations will receive one of the following rankings:



Your organisation has successfully embedded mental health into its policies and practices, utilising a variety of best practice approaches and demonstrating a long-term, in-depth commitment to staff mental health.



Your organisation has made demonstrable achievements in promoting staff mental health, taking action across a number of key areas and demonstrating progress and impact over time.



Your organisation has started the journey to better mental health at work by developing and implementing initiatives that promote positive mental health for staff.



Your organisation has committed to addressing mental health in the workplace and is at the start of its journey.

“I am hugely proud of what we’ve achieved at the Environment Agency. Workplace wellbeing is something that all employers need to take seriously and we are thrilled to be at the cutting edge when it comes to creating a mentally healthy environment for our employees.”



Dr Andy Croxford, Deputy Director,  
Environment Agency, Gold Award



Environment  
Agency

# Interested? Get in touch

## Register to take part:

[index@mind.org.uk](mailto:index@mind.org.uk)  
[mind.org.uk/index](http://mind.org.uk/index)

## Find out more about our other workplace offers including training and consultancy and corporate partnerships:

0208 215 2342  
[work@mind.org.uk](mailto:work@mind.org.uk)  
[mind.org.uk/workplace](http://mind.org.uk/workplace)

“Mind commissioned the Institute of Employment Studies to provide an independent and expert review of their work. After a thorough analysis, we have endorsed the Index development process.”

Read IES' full statement here:  
[mind.org.uk/index](http://mind.org.uk/index)



These are some of the organisations who have taken part in the Index:



FORSTERS

LLOYD'S



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 mindforbettermentalhealth  
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Registered charity in England (no. 219830) and a registered company (no. 424348) in England and Wales.

