Mental health at work - why it matters

We all have mental health, just as we all have physical health. It is part of everyday life, in the same way that work is part of everyday life for many of us.

Every employer depends on having healthy and productive employees – valued and supported staff are far more likely to achieve peak performance. Right now at least one in six workers is experiencing common mental health problems, including anxiety and depression.

If you want to attract and retain engaged employees, mental health needs to be core business in your organisation.

What is Mind’s Workplace Wellbeing Index?

The Workplace Wellbeing Index is a benchmark of best policy and practice. It is designed to celebrate the good work employers are doing to promote and support positive mental health, and to provide key recommendations on the specific areas where there is room to improve.

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

Participating in the Index is a learning process and a long term commitment to a better way of working – not only for individuals, but for the success and productivity of your organisation as a whole.

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.
Our Index will:

- robustly assess where the gaps lie between an organisation’s approach to workplace wellbeing and staff perceptions of this
- recognise the employers who are best supporting the mental health of their staff.

We can offer detailed analysis to enable you to increase employee wellbeing and deliver business benefits, dependent on your participation level.

What we are trying to achieve

- As part of our 2016-2021 strategy, ‘Building on change’, we want to support a million people to have good mental health at work.
- We want employers to know how to create mentally healthy workplaces for their employees.

Key reasons to take part

- Gain public recognition of your organisation’s commitment to workplace wellbeing.
- Learn where you benchmark in comparison to peers and other organisations participating in the Index.
- Access best practice learning from other employers participating in the Index.
- Find out what your employees really feel about how you support their mental health.

“We are thrilled to participate in the inaugural Mind Workplace Wellbeing Index. The Index is a comprehensive calibration of the impact of our efforts to support colleagues at Royal Bank of Canada. As an organisation we are determined to continue to work towards a workplace where everyone can live well and have good mental health. Taking part in this Index helps to achieve these goals.”

Gail McCourt,
Head of Client Experience,
RBC Wealth Management

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Wealth Management
Levels of participation

We have three levels of participation to suit your needs and budget.

<table>
<thead>
<tr>
<th>Key services</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
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<tbody>
<tr>
<td>Participation in employer and staff surveys</td>
<td>✔</td>
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<td>Assessment report including:</td>
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<td>• Top-line analysis</td>
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<td>• Benchmarking with Index participants</td>
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<td>• Recommendations for improvement</td>
<td>✔</td>
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<td>Your Index badge and comms toolkit (for qualifying participants)</td>
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<tr>
<td>Access to best practice learning from Index participants</td>
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<td>Access to Mind Workplace Wellbeing events</td>
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<td>Dedicated Client Support Officer, who will provide:</td>
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<td>• Face-to-face delivery of assessment report</td>
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<td>• Regular check-ins:</td>
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<td>▪ Throughout Index journey</td>
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<td>▪ Toward implementation of recommendations</td>
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<td>▪ Toward achievement of milestones</td>
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<td>In-depth assessment report, including</td>
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<td>• Comprehensive analysis with detailed breakdown by assessment area (for example people management, line manager capabilities)</td>
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<tr>
<td>• Tailored breakdown of results based on your requirements (for example by business unit/directorate/department)</td>
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<tr>
<td>• Detailed benchmarking with Index participants of your size and sector</td>
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<td>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).</td>
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Please contact index@mind.org.uk for pricing information.
The participation process

Step 1: Sign up
• Gain senior buy-in within your organisation to sign up.
• Decide which level of participation to opt for.
• Register online at mind.org.uk/index and we’ll be in touch.

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.

To take part in the Index, email index@mind.org.uk or register online: mind.org.uk/index
Assessment areas

Based on our research, 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**

Recognition

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

**Bronze**

**Achieving Change**

- This demonstrates that an organisation is committed to achieving change within their workplace.

**Silver**

**Achieving Impact**

- This demonstrates that an organisation is achieving impact within their workplace.

**Gold**

**Achieving Excellence**

- This demonstrates that an organisation is achieving excellence within their workplace.
“We are very pleased to be taking part in Mind’s Workplace Wellbeing Index this year to hear what our employees really feel about how we support their mental health and to review our organisational approach and practices. Receiving expert recommendations and being benchmarked with other organisations taking part in the Index is hugely valuable for us and will help shape how we further support staff wellbeing in the future.”

Andy Croxford, Deputy Director, Environment Agency

Wider benefits

- All organisations taking part in the Index will be contributing towards cutting edge research on workplace wellbeing.

- By taking part you can be a trailblazer in your sector.

- You can be part of our movement for change in workplace mental health.

“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
Interested? Get in touch

Register to take part:
index@mind.org.uk
mind.org.uk/index

Find out more about our other workplace offers including training and consultancy and corporate partnerships:
020 8215 2311
work@mind.org.uk
mind.org.uk/workplace

These are some of the external organisations who have supported the development of the Index:

- bam nuttall
- BDO
- Deloitte
- Environment Agency
- FORSTERS
- LLOYDS
- Stonewall
- THE WORK FOUNDATION

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