

What does a successful Mental Health Strategy look like?

There isn't a one size fits all approach – every organisation is different and it is important that the organisational workplace wellbeing strategy is aligned with the overall culture of the business/organisation – otherwise it will feel incongruent and like a box ticking exercise.

Here are some of the components of a successful mental health and wellbeing strategy and what you can do to future-proof the mental health and wellbeing of employees in your organisation and create a psychologically safe and healthy workplace culture.

Bottom-up and top-down approach

- Bottom-up and top-down approach, with the leadership fully on board and modelling good practices themselves.
- That's how a positive mental health culture is established.

Training and education

- It's important to look at equipping all Line Managers with the fundamental knowledge and skills to be able to spot the signs that someone is experiencing symptoms of poor mental health.
- This also helps to provide your employees with good working conditions and ensure they have a healthy work/life balance and opportunities for development.
- Mental Health First Aid (MHFA) training is also a good route to equip your senior leaders.

Mental Health Champions

- Make sure these individuals in your organisation are supported and people in your business know how to access them.
- Mental Health Champions are there to help sign-post individuals to key information they may need.

Mental Health and Wellbeing Leadership Team

- Make sure your Leadership Team are empowered to follow through on the pledges that the organisation has made.

Communications

- Consistent internal communications to raise awareness.
- Make sure you have a 12 month comms plan.

Mental Health Philosophy

- Make sure it is a lived philosophy, not just a poster on a wall.
- This is a way of communicating to everyone in the business what the organisational commitment is to mental wellbeing.

Organisational policies and processes

- ALL people processes – recruitment, maternity, bereavement, sickness absence.

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