

***Mental
Health in the
Workplace***

A Guide for Employers



SUPPORTING MENTAL HEALTH

OUR TOP TIPS

It's important to support your employees and colleagues mental health in the workplace and create an environment in which people are comfortable raising any concerns they have when it comes to their mental health and well-being.

If you are wanting to create a more open and inclusive workplace, here are some tips for you!



Have Open Conversations

Having conversations around mental health and well-being in the workplace starts with you as an employer. Make sure your colleagues and staff know that your workplace promotes mental health support and encourages people to have open conversations where appropriate.



Share Resources

You can find loads of free resources online for people who want to learn more about their mental health and supporting others. You can email these to your staff or print out posters for important helplines and hang them up around the office.

Mental Health First Aiders



When it comes to supporting someone in a crisis, there is training you can do to become a Mental Health First Aider. It's worth having a look into having a MF First Aider/Champion in your workplace. This can be an external employee that you hire or, if one of your employees is interested in undertaking the training, you can send them for the qualification.

Take Breaks



A great way that you can ensure you are looking after your mental health is taking adequate breaks and preventing burnout. It's also important that you lead by example and take breaks when you need them.

This can be as little as making sure you step away from your desk at lunch or taking a coffee break during the day. You can also let employees know they can speak out if they are worried about workload or burnout.

Encourage Training and Workshops



We have loads of resources on our website for both employers and employees when it comes to mental health and well-being. Head over to our website to check them out and share them to your employees.

www.hargreavesrecruitment.com/courses-wellbeing