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Why we signed the pledge

It was very important to us as an organisation to sign the pledge. We want to ensure that colleagues are aware of the importance that the organisation places on their mental health. The importance of senior level buy-in was really important to us to ensure that the culture of the organisation changes, along with colleagues feeling that mental health is important to all.

Recruiting and receiving free training for Employee Champions has been really helpful to us. We have set up a working group of Employee Champions to look at how we can move forward with mental health awareness throughout the organisation.

How to promote mental health awareness

The most effective way to raise awareness of mental health in our Organisation is through communication via the intranet. We have a monthly newsletter which signposts mental health issues each month. Managers are also key and we are planning a briefing with managers in the near future.

As an organisation we are lucky enough to have an internal face-to-face counselling service as well as a telephone employee assistance programme. Furthermore, we have a monthly newsletter which has a section on mental health and a wellbeing directory on our intranet site which signposts colleagues to all internal and external mental health organisations.

How this helps the workplace

We recently updated our yearly personal reviews to focus more on the conversation between managers and employees. One of the suggested questions as part of the monthly one-to-ones is to ask about colleagues' health and wellbeing. Following a survey of the new reviews, we have seen that 74% of employees were able to discuss their health and wellbeing with their line manager or another colleague. This is a positive step towards equipping everyone and ensuring that awareness of all health and wellbeing issues are being talked about openly and honestly.