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Why we signed the pledge

Signing the Time to Change Wales Pledge has demonstrated our commitment in recognising the mental health of our staff as being of equal importance as physical health. This is crucial to an organisation such as ours which provides specialist supported housing services to people with mental illness. The buy-in of senior staff has been fundamental to establishing the importance we attach to the mental health of our employees.

How to promote mental health awareness

We have found that the most effective way to raise awareness of mental health in FHA has been through blogs written by staff members and senior staff, showing how mental health affects their lives and highlighting the support available within the organisation. This has meant that mental health is no longer such a taboo subject and has led to staff getting support at an earlier stage that they may have otherwise.

We have highlighted internal and external mental health services to our FHA staff by holding a number of promotional events regarding Time to Change Wales and actively take part in national and local events such as World Mental Health Day.

How this helps the workplace

Having trained Time to Change Employee Champions has meant that our staff can more easily access someone to talk to if they feel they need support. It also means that the issue of staff mental health is represented through the various planning groups we hold within the organisation. Furthermore, we have seen the benefits of equipping senior staff and line managers to have conversations about mental health with their staff so that managers have been more able to identify individuals that need support as soon as possible.