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### Why we signed the pledge

The importance of signing the Time to Change Wales Pledge allows our people to feel supported in the knowledge their organisation has an ongoing commitment to supporting employee mental health. The importance of senior level buy-in is an absolute must. Without this there is no leadership and direction for the action plan.

The benefits of recruiting and receiving free training for Employee Champions has enabled a supportive presence throughout the business. Their impact on the Organisation and support in the implementation of our Organisation's Action Plan has been crucial for ongoing day to day support.

### How to promote mental health awareness

The most effective way to raise awareness of mental health in our Organisation has been to hold regular events and regular conversation. This is all about cultural change so the conversation around mental health needs to be consistent. Staff sharing personal experiences of their mental health have had a fantastic response with thanks and offers of support from other staff.

### How this helps the workplace

The benefits of equipping senior staff and line managers to have conversations about mental health with their staff has allowed people to feel able to speak when they may otherwise have kept how they felt to themselves. There has been reduction in absence due to anxiety stress and depression.

As an Organisation, we have highlighted internal and external mental health services to our staff through the weekly SHE bulletin, staff events and on our intranet.

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