

Employer Pledge Presentation Template



let's end mental health discrimination



WHAT IS TIME TO CHANGE WALES?

Time to Change Wales is Wales' first national campaign to end the stigma and discrimination faced by people with mental health problems. It is a growing movement of people aiming to change how we all think and act about mental health.

The campaign is funded by Welsh Government and delivered by Hafal and Mind Cymru, and hundreds more organisations and individuals have joined the campaign to help make this change happen.

Time to Change Wales

Our Mission Statement

Making lives better for everyone by ending mental health discrimination in Wales.

To inspire people to work together to end the discrimination surrounding mental health problems.

Time to Change Wales

Our Values

Urgency

Reflecting urgency of our mission.

Inclusion

Involving people and working in partnership is crucial to success.

Experienced

Prioritise personal experience of mental health problems, and ensure that the organisation shares information based on the evidence of individuals with experience of mental health.

Positive Attitude

Use of positive messages is vital to engaging the public and changing attitudes and behaviours. We don't point fingers or blame.

Employer Pledge

Some background info...

- Over **190** Welsh employers have signed the Time to Change Wales Employer Pledge.
- This represents over **320,000** employees in Wales - roughly **1 in 4** of the Wales workforce.
- Demand from employers wanting to pledge is at an all-time high...

Benefits of signing the pledge include:

- Eradicating stigma in the workplace will have an impact on an individual's ability to perform and flourish.
- Improving workplace wellbeing - driver of economic development and sustained prosperity.
- Greater awareness of mental health conditions can help prevent long term adverse impact.



Mental Health in the workplace

Statistics

- The cost of mental health problems in Wales is estimated at £7.2 billion a year. (Mental Health Research Network, 2009)
- Almost half (48%) of all employees have experienced a mental health problem in their current job. Only half of these people have talked to their employer about their mental health. (Mind, 2018)
- Mental ill health costs UK employers an estimated £35 billion a year. (Centre for Mental Health, Mental Health at Work: The Business Costs Ten Years On, 2017)
- 60% of UK employees have experienced a mental health issue due to work, or where work was a contributing factor. (Business in the Community, Mental Health at Work Report, 2017)
- Stress, anxiety and depression are the biggest cause of sickness absence in our society, causing 15.8 million days of absence in the UK in 2016. (Office for National Statistics, Sickness Absence in the Labour Market, 2016)

Experiencing Stigma

Stigma is a form of prejudice ("pre-judgement") which can set a person apart from everyone else. Stigma is always negative.

Discrimination arises from stigma and results in people being treated unfairly.

Impact of stigma:

- **Stigma can limit one's ability or appetite to reach their full potential.**
- **Bad relations with colleagues.**
- **It can delay seeking help or treatment and impair recovery.**
- **Difficult to quantify and manifested in different ways.**
- **Self-stigma.**
- **Stigma isolates and divides individuals.**
- **Stigma can often lead to discrimination.**

"I was effectively in trouble for being ill, and was told it was a case of 'if' they would allow me back, not 'when'. This is something that would never happen with a physical illness."

Anonymous

What is an Action Plan?

The 6 Core Standards, 1 - 3

Core Standard 1

Produce, implement & communicate a mental health at work plan that encourages and promotes good mental health of all staff.

Core Standard 2

Develop mental health awareness among employees by making information, tools & support accessible.

Core Standard 3

Encourage open conversations about mental health & the support available when employees are struggling.

What is an Action Plan?

The 6 Core Standards, 4 - 6

Core Standard 4

Provide employees with good working conditions & ensure they have a healthy work life balance & opportunities for development.

Core Standard 5

Promote effective people management through line managers & supervisors.

Core Standard 6

Routinely monitor employee mental health & wellbeing.

Action Plan Priorities

Here, you can list your key priorities which you will be looking to implement as part of your Organisational Pledge. It could be over the next 6 months or 12 months - just a way to showcase the organisation's efforts to combat stigma and discrimination.

Ideas for your action plan:

- Run an internal campaign using your communications platforms and Time to Change Wales artwork and other collateral.
- Run an anti-stigma event to raise awareness with staff, using our campaign pack.
- Invite a Time to Change Wales Champion to deliver training for your staff.
- Create a support network for staff with lived experience of mental health problems.
- Create a line manager mentoring scheme to ensure managers feel confident to offer support and profile examples of good practice.

Employee Champions

- **Champions are essential in challenging stigma and changing the way employees think and act about mental health in workplaces. They are at the forefront of the fight to make it a common place for employees to say “I’m struggling”, “I’m working too much” or “I need support” in the workplace without the fear of negative consequences. They do not have to have lived experience of mental health problems but can be empathetic and supportive to those who are struggling.**
- **Time to Change Wales will support Champions by providing them with resources for the workplace, support, good practice advice, peer networking and learning opportunities.**



Time to Change Wales Pledge & Employee Champions



Time to Change Wales Pledge

- In the above box, you can add a picture of your pledge signing event or your organisation / company logo or photo of your CEO / Director.
- [Name of organisation] signed the pledge on the [month, year] as a public declaration to its employees that is stepping up to tackle mental health stigma in the workplace.



Employee Champion

- If you would like, you can add a picture of your Employee Champion in the above box.
- Our Employee Champions are _____ and _____ who are passionate about tackling the stereotypes, stigma and discrimination associated with people who experience mental health problems within our workplace.
- Contact _____ on: [add email addresses and contact numbers of your Employee Champions here].

Time to Change Wales - Annual Campaigns



Talking is a Lifeline campaign
A campaign to empower men to not be afraid to talk about their mental health problems.

Time to Talk Day
A day to encourage **everyone** to be more open about mental health - to talk, to listen, to change lives.



[Click on the images for a link to our downloadable resources]

Awareness Days

February

- Time to Talk Day
- Eating Disorders Awareness Week

March

- University Mental Health Day
- World Bipolar Day

April

- Stress Awareness Month
- European Agency for Safety and Health at Work - Healthy Workplaces for all Ages
- UK Maternal Mental Health Matters Awareness Week

May

- Mental Health Awareness Week

June

- Volunteers' Week
- International Fathers' Mental Health Day

September

- World Suicide Prevention Day

October

- World Mental Health Day

November

- National Stress Awareness Day
- International Survivors of Suicide Loss Day

Get in touch

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