

Why we signed the pledge

It was important to us as a company that we signed the Time to Change Wales Pledge to show our employees, customers, and clients how important the wellbeing and health of our employees are to us. It demonstrates how serious we take mental health within the organisation.

By signing the Pledge and having senior members buy-in, has helped promote a culture where mental health is discussed openly, where employees can talk to each other, and we all work together to create a safe and understanding environment.

We understand that our employees are the backbone of our business, and it is important to recognise their mental health at work to reduce the stigma behind it.

How to promote mental health awareness

One of the most effective ways our company has promoted mental health awareness is by creating a wellbeing board which contains information about Time to Change Wales, advice on how to help others and themselves, and useful telephone numbers of external mental health organisations in case they need to contact and talk to experts.

Going forward, our promotion of mental health awareness will also include blogs from colleagues and managers on how their mental health has affected their own lives and to let others know that they are not alone.

We also held several national events such as Time to Talk Day and Stress Awareness Month where employees had the chance to get involved.

Continuous training and offering better understanding of mental health will also be something we will continue to do.

How this helps the workplace

We have had 9 senior managers and supervisors undertake Mental Health First Aid training which has given them a greater understanding of all aspects of mental health and the confidence to identify and to talk to individuals that need support.

We have created several 'break out' spaces within our factory and offices where employees can step away from their desks and workstations and take a minute to regain their thoughts.