

Why we signed the pledge

Diverse Commercial Solutions Ltd (DCS) recognises that mental health plays a key role in all aspects of life, which is why we have signed the Time to Change Wales Employer Pledge to tackle mental health stigma and discrimination in the workplace, and to also create a positive working environment for all staff.

As an Investors in People Platinum organisation, employee wellbeing will always be a top priority and we want to acknowledge our commitment by endorsing the Time to Change Wales Employer Pledge. We want to raise awareness of mental health and to fully support individuals that may be struggling with their mental health. By doing so, we hope to create a safe working environment where our team feels comfortable talking openly about mental health by offering guidance as to how they can receive help. We believe that a happier team will result in a great working environment for all.

How to promote mental health awareness

We hope to:

- Recruit more staff as Mental Health First Aiders or TtCW Employee Champions.
- Create a robust internal communications strategy that helps connect all staff and to communicate mental health awareness days and events across the organisation e.g., by creating a news section in our employee portal and offering mental health guidance in 1-2-1 sessions. We also record mental wellbeing conversations to ensure we capture enough information to give them bespoke mental health advice and support.
- Share mental health events in our weekly 'Good News Friday' email e-newsletter and through our bi-annual newsletter called DCS News.

What are the long-term actions you will put in place to enable a positive mental wellbeing environment in your workplace?

- To arrange Mental Health First Aid training for all managers and staff.
- To build trustworthiness amongst staff in order to discuss mental health more openly.
- To explore our budget and consider including mental health awareness activities and training in our Learning and Development plan for 2023-2024.
- Employee online portal will be updated on an ongoing basis with useful tips on how to stay well at work.
- To encourage mental health check-in conversations in 1-2-1 meetings between managers and line reports and identify ways to support them.
- Starting with the leadership team – DCS will ensure that there is always someone to talk to however small or large the problem may be. In time, we will look to further develop other members of the team with the right skills to enhance our support structure, and to identify mental health advocates, Champions and Mental Health First Aiders via our employee portal news section.