

# Session 3 - Mental Health & Wellbeing in the workplace for Managers

Supporting staff with poor mental health



**WITH YOU IN MIND**

CORPORATE WELLBEING

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# | How can managers support staff

- Training – only 24% of managers have received mental health awareness training. Ensure you receive training to provide you with the skills and confidence to support staff
- Promote a positive work culture where it's ok not to be ok and staff feel comfortable talking about mental health
- Provide opportunities for flexible working
- Let staff know what support is available
- Ensure staff take their annual leave entitlement
- Manage workloads
- Set achievable goals and targets

# | It's good to talk!

Only **49%** of employees feel comfortable talking to their line manager about their mental health

**39%** of employees say work has affected their mental health in the last 12 months

- Create an open culture
- Take time in meetings and 121's to talk about how everyone is feeling
- Access resources that will help from Mental Health First Aid England, Health & Safety Executive , CIPD, and IIP.

# Supporting an individual through reasonable adjustments

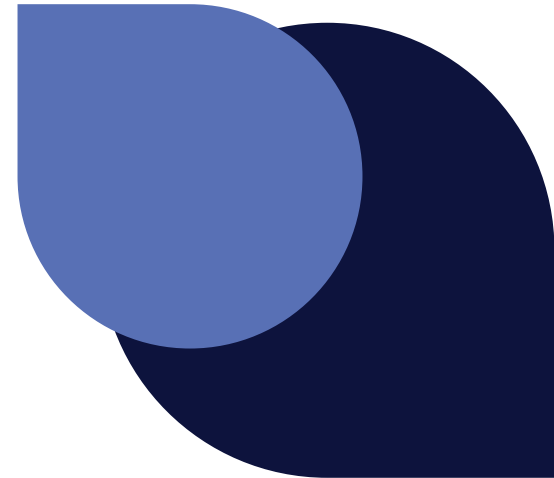
- Flexible hours
- Homeworking
- Changes to working patterns
- Quiet rooms
- Better lighting
- Time off for appointments
- Changing or making changes to the role
- Changing duties
- Reallocation of tasks or workload

# | Other support you could offer:

- Increased support through supervision or a buddy or mentor
- Debriefing session after difficult calls or tasks
- Mediation between colleagues if there are differences and difficulties
- Providing a 'safe space' in the office
- Promote information on self-care
- Encourage habits that promote positive mental health

# Government Support

- DWP – Access to Work Scheme
- Fit for Work Service
- Able Futures



To learn more visit

[www.rec.uk.com/mental-health](http://www.rec.uk.com/mental-health)



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