



Mental Wellbeing in the Workplace

Introduction

“Mental Health is defined as a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to his or her community. “ World Health Organisation

1-4 people will experience Mental Health problems in any given year.

30-40% sickness absence is linked to workplace stress.

The **Equality Act 2010** protects people who have a disability from being treated less favourably at work. People with mental health conditions are often covered by this.

Business Commits to:

- **Demonstrate effective practices in supporting artists with health conditions & disabilities to maintain employment.**
- **Identify mental Health First Aiders in an organisation.** Identify organisational roles and responsibilities of key people.
- **Mental health and Wellbeing policy.** An important step that employers can take to support employees with Mental Health problems is to develop and implement a workplace policy that is negotiated with their trade union.
- **Training for staff.** Commit to promote awareness of policy and procedures with all staff.

Useful links:

TUC guidance for workplace reps: <https://www.tuc.org.uk/resource/mental-health-and-workplace>

Government Support:

<https://www.gov.uk/access-to-work>

Help with recruitment:

<https://disabilityconfident.campaign.gov.uk/>

Mental Health Foundation:

<https://www.mentalhealth.org.uk/about-us/who-we-are>