

Staff Mental Wellbeing

for agency owners

Measuring the impact of your workplace wellbeing strategy

How healthy is your workplace now?

Understanding where you are on the journey towards a healthy organisation will set the stage for measuring the effectiveness of your investment in mental health.



Factors to consider

How are mental health-related absences managed? Are they just handled like any other absence?

What support is available to your employees? How often is it accessed?

Is support offered proactively and early, engaging before the person goes off sick?

What percentage of sickness absence is related to mental ill health?

What policies and procedures are in place for managing absences?

TIP

Revisit this exercise regularly to gauge the impact of your wellbeing strategy and keep informing your policies and procedures.

Is mental health recognised as...



Critical to managing business risk?



A boardroom issue?



Essential for maximising business performance?



Vital to safeguarding people responsibilities?

Attitudes to mental health

Employee surveys will give you a truer picture of the effectiveness and accessibility of any training and support available to staff. Make sure you understand views and experiences at all levels. There can be a disconnect between senior leaders' impressions of a supportive healthy workplace, and the reality for staff and line managers.

Example questions:

Would you know where to go if you needed support with your mental health at work?

Would you feel comfortable speaking to your line manager about mental health if it was impacting upon your work?

For line managers:
How confident would you feel to support a member of your team struggling with their mental health?

TIP

If you are rolling out mental health skills training, our experience shows that trainee surveys will provide you with valuable data:

- Before training
- Directly after training
- At a 6 month follow up

This can help you to:

- Gauge whether they found the training worthwhile
- Evaluate improvements in attitudes and awareness around mental health
- Track whether they are applying their Mental Health First Aid skills to support colleagues, identify patterns in circumstances, and evaluate the effectiveness of the outcomes

Other sources of data

Sickness absence and return to work



When stigma is reduced, an initial increase in mental health-related absences is likely as people feel more able to disclose.

Mental health first aider conversations



Check in regularly with your Mental Health First Aiders, find out how often they are supporting colleagues and what the outcomes are. Look out for patterns across teams which could indicate underlying issues with management or workload.

Attraction and retention rates



A supportive workplace is a more desirable workplace so you may see a rise in attraction and retention. In exit interviews, ask about wellbeing in the workplace.

Uptake of support



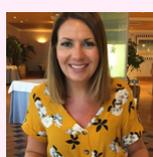
Track numbers of people accessing Employee Assistance Programmes or other organisational supports. Increased utilisation of EAP means people are proactively seeking treatment, enabling swifter recoveries.

Find out more

Mental Health First Aid teaches people the skills and confidence to recognise the signs and symptoms of common mental health issues and effectively guide a person towards having the right support. Everyone should be trained in Mental Health First Aid as everyone knows someone or has struggled themselves with mental ill health before.

To find out more about Mental Health First Aid or book a course visit our website. Follow us on social media for advice and learning.

"Everyone has mental health and it is just as important as physical health. I truly believe that everyone, whatever their occupation, should have some form of mental health training so that they are able to spot the early warning signs of mental ill health, provide reassurance and support and enable that person to get the help that they need".



www.hctraining.co.uk



[@mentalhealthtrainingcumbria](https://www.instagram.com/mentalhealthtrainingcumbria)



hannah.cleasby@hctraining.co.uk