

A man with curly hair, wearing a dark long-sleeved shirt, is resting his head on his arms on a wooden dining table. He appears to be tired or stressed. The room has large windows with white shutters. The lighting is soft and natural, coming from the windows. The overall mood is somber and reflective.

# Leading from the Front on Mental Health (in a Post-Pandemic World)

Steve Heath, co-founder of Mental Health in Business Ltd

# Learning Objectives

After attending this webinar you will:

- Have a better understanding of how to support a colleague with mental health issues at work.
- Be aware of your employers legal and moral duties when it comes to the mental health and wellbeing of employee's.
- Know where to start when it comes to creating a successful mental health and wellbeing strategy for your organisation.

# Thriving at Work

The Stevenson / Farmer review  
of mental health and employers

[Download Here](#)



A word cloud featuring various terms related to mental health and emotions. The words are arranged in a dense, overlapping pattern. The most prominent words, shown in larger fonts, include ANXIETY, HEADACHE, TEMPER, and FEAR. Other significant words include WITHDRAWAL, WORRY, DEPRESSION, and DESPAIR. Smaller words scattered throughout include TENSION, NERVOUS, STRESS, AGITATION, INSOMNIA, SCARED, FRUSTRATION, PTSD, ANIC, FAILURE, EGATIVE, MOOD, LONLINESS, NEGATIVE, FATIGUE, OVERWHELMED, AWARENESS, and DISORDER.

DISORDER  
TENSION  
AWARENESS  
NERVOUS  
DEPRESSION  
STRESS  
FEAR  
DESPAIR  
TEMPER  
DEPRESSION  
WORRY  
FRUSTRATION  
PTSD  
ANXIETY  
AGITATION  
INSOMNIA  
SCARED  
WITHDRAWAL  
OVERWHELMED  
FAILURE  
EGATIVE  
MOOD  
LONLINESS  
NEGATIVE  
FATIGUE  
ANIC

# Coronavirus and depression in adults, GB: June 2020

- Almost one in five adults (19.2%) were likely to be experiencing some form of depression during coronavirus (COVID-19) pandemic in June 2020
- This had almost doubled from around 1 in 10 (9.7%) before the pandemic (July to March 2020)
- One in eight adults (12.9%) developed moderate to severe depressive symptoms during the pandemic, and young adults aged 16-39 were worst affected

<https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/articles/coronavirusanddepressioninadultsgreatbritain/june2020>



# Key Areas to Consider when Supporting a Colleague

- Choose the time and place
- Listen non-judgementally & active listening
- Self-awareness
- How to respond to someone who is having thoughts of suicide
- Supporting a person with ongoing mental health problems
- Supporting a colleague if they are off work
- Supporting someone day to day



# Equality Act 2010

## CHAPTER 15

## CONTENTS

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— **disability** n

mental con

movement

advan

# Making reasonable adjustments

- Changing a persons working pattern
- Giving people access to equipment
- Flexibility
- Emphasis on how a mental health condition manifests for the individual
- What is the individual experience of that person?



HUMAN-  
oriented

Company

# What does a successful mental health & wellbeing strategy look like?

- Bottom-up and top-down approach
- Full 'buy in' from leadership
- Further training and education (e.g. MHFA and line managers training)
- Appointment of a wellbeing program leader
- Appointment of wellbeing champions & a wellbeing committee
- Consistent internal comms and awareness raising activities
- Create a mental health & wellbeing philosophy

# Building the business case...

- Poor mental health among employees' costs UK employers £42bn – £45bn each year.
- Presenteeism costs £27bn to £29bn
- The cost of mental ill health is rising exponentially (16% in last 3 years)
- Across industries, the highest annual costs of mental health per employee are in the finance, insurance and real estate industries (£3,300 per person per year)
- The results of [Deloitte's](#) updated return on investment (ROI) analysis shows a complex but positive case for employers to invest in the mental health of their employees, with an average return of £5 for every £1 spent (5:1).

# Learning Objectives Re-cap

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# Thank You

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