

How to build and maintain an effective Mental Health First Aid programme

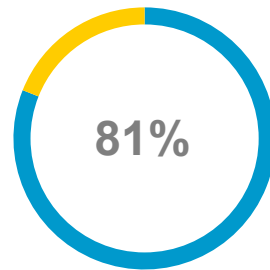
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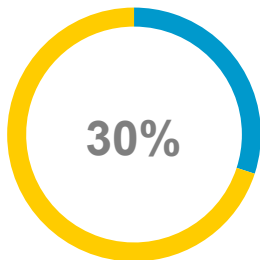


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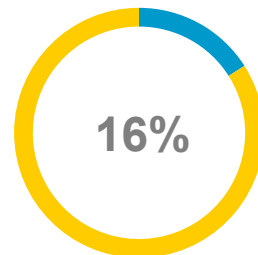
of the UK workforce have been formally diagnosed with a mental health condition at some point their lifetime.



of LGBT+ people have experienced a mental health condition with 72% having experienced mental health issues as a result of work.



of line managers have taken part in mental health training.



Of employees felt able to disclose a mental health issue to their manager.

Set the foundation - where are you right now

- ✓ Understanding where you are on the journey will inform your strategy, approach and how you communicate the topic to your organisation.
- ✓ A handy guide available to support this process is The City Mental Health Alliance's '*What is good mental health in the city and how do we measure it?*'



Secure leadership support and buy-in

- ✓ Very powerful way to break down stigma and gain traction.
- ✓ Positions mental health as a boardroom issue, on par with physical health.
- ✓ Positive wellbeing is well documented to improve productivity, performance and engagement.



Build your framework and strategy

The **Thriving at Work** report sets out six 'mental health core standards'. Use these to build the mental health element of your wellbeing strategy:

- 1. Produce, implement and communicate a mental health at work plan.*
- 2. Develop mental health awareness among employees.*
- 3. Encourage open conversations about mental health and the support available when employees are struggling.*
- 4. Provide your employees with good working conditions.*
- 5. Promote effective people management.*
- 6. Routinely monitor employee mental health and wellbeing.*



Visit our Not A Red Card website for support on how to implement the six core standards.



www.legalandgeneral.com/notaredcard

Recruit your Mental Health First Aiders

- ✓ Ensure a wide range of individuals.
- ✓ People who want to learn more about mental health to support others.
- ✓ People who spend the majority of their working hours on site.
- ✓ People who can maintain confidentiality.
- ✓ People who can commit to the time required.

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Source: MHFAE Implementing Mental Health First Aiders



Provide training for your Mental Health First Aiders

- ✓ Workplace MHFA Two Day - Qualifies as MHFA's.
- ✓ MHFA Champion One Day - Qualifies as Adult MHFA Champion.
- ✓ Adult Mental Health Aware to Raise Awareness of Mental Health.



Create clear policy and role responsibilities

- ✓ Self-care and opting out.
- ✓ Support for your Mental Health First Aiders.
- ✓ Responsibilities
- ✓ The process for signposting colleagues to support.



Support and develop your Mental Health First Aiders

- ✓ Follow up after the MHFA course.
- ✓ Set up a Mental Health First Aider network.
- ✓ Empower Mental Health First Aiders to maintain their skills.
- ✓ Keep track of when people leave.
- ✓ Review and report.
- ✓ Raise mental health awareness and tackle stigma.



Review your data and monitor effectiveness

- ✓ What gets measured gets done
- ✓ Set KPIs for mental health

Some measures could include;

- **Hard data:** *Mental health related sick days, EAP calls linked to work related stress*
- **Softer data:** *Do you communicate your employee's mental health and wellbeing journey?*
- **Data from others:** *Who in your industry is doing great work in this area?*



Questions

If you have any queries
please contact our team:

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