

FSBwellbeing

*"IT'S OK TO
TALK ABOUT
MENTAL HEALTH"*

A GUIDE FOR SMALL BUSINESSES

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fsb⁰⁸
Experts in Business



ABOUT FSB

Our mission is to help smaller businesses achieve their ambitions. As experts in business, we are a not-for-profit campaigning organisation that is led by our members, for our members. Established over 40 years ago, we offer vital business services to our members, and provide a powerful voice in Government. With thousands of members across the whole of the UK, our success drives the economy and creates jobs. We ensure the voice of small business and the self-employed is heard by policymakers in every major political party and decision-makers at every level of Government. We also support our members at every stage of their business journey by providing market-leading business services and advice, including tailored health and medical advice, free business banking; a 24/7 legal helpline; workplace pensions; crisis PR management; business continuity plans; insurance and energy. We offer a range of joining options so as many types of business and entrepreneurs can be part of FSB, working together so small businesses and the self-employed can succeed.



ABOUT THIS GUIDE

At FSB, we seek to help small businesses achieve their ambitions through the benefits and support we provide, through participation in public policy discussions and through the provision of information that small businesses need. Small employers rightly take pride in their role creating local jobs and providing a good working environment for their employees. Creating a workplace that promotes good mental health is crucial to this. We hear from many of our members about the importance of creating an open and honest workplace that supports good mental health and challenges many of the stigmas associated with mental health problems.

This guide follows on from FSB's 2017 wellbeing campaign that aimed to give small business owners and the self-employed a range of ideas that they could try if they were looking to improve their own wellbeing and that of their teams. This guide offers advice and tips on how small business owners and the self-employed can approach mental health in the workplace. It also provides links to other organisations where they can go for more detailed information and advice, including information on the recently launched Mental Health at Work gateway which includes toolkits and other tools to help you improve your workplace.

We hope that this guide empowers the UK's 5.7 million small business owners and self-employed to ramp up the conversation around mental health in the workplace and continue to challenge the stigma of mental health. We all need to take care of our mental health and it is time we started talking about it in the workplace.

With thanks to...

We'd like to thank the following organisations that have taken the time to work with us to help us produce this document: Mind, Heads Together, Mental Health First Aid England, FSB Care and FSB Legal Advice Line.

We'd also like to thank our members who have kindly given their stories for this guide:

- Zean Maskell, [East County Classics](#)
- Owen Turner, [United by Design](#)
- Sarah Windrum, [Emerald Group](#)
- Marsha Ward, [The Number Hub](#)

Lastly, thanks to Deborah Corcoran, Clark Health Communications, for agreeing to be part of this guide.

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INTRODUCTION

Running your own business can be richly rewarding. When I talk to people who have made the brave step, they give me a number of reasons for doing it – the ability to realise a dream, employ people in their local community, achieve a better work/life balance, or simply be their own boss.

Despite all the positives, the reality is that it does bring challenges that can make it harder to look after your mental health or cope with poor mental health – and when poor mental health affects you, or your staff, it can be difficult to know where to turn.

I know, all too well, the impact this can have. My own father suffered from depression for many years, something which impacted his ability to run and manage the family business. In fact, it was partly due to this that I decided to leave school when I was only sixteen in order to help run the business. Although, I have no regrets about that decision - and have enjoyed a very rewarding career running my family business - it has made me very conscious of the impact poor mental health can have on small business owners, as well as employees.

Mental health is a huge challenge for society. Government, business owners, and each of us as individuals can work together to help destigmatise mental health and create an open environment where we can all talk about, and take care of, each other's mental health.

An estimated 300,000 people lose their job each year due to a mental health problem¹, something no employer – most of whom rightly take great pride in their role employing people – should want.

Despite this, many employees are still reluctant to talk about mental health at work. I believe that we, as business owners, must play a critical role in talking about mental health in the workplace and lead the way in both destigmatising mental health in the workplace and acting to help our people when they are struggling. By both talking about it and addressing it, we can help promote an open environment where people feel comfortable talking about the issues that are affecting them, work out what positive changes we can make in the workplace, and make some progress to help each other.

What follows in this short guide is information to help you gain a better understanding of mental health and how it can affect you and your employees. It aims to provide you with some simple ideas and actions that you can take to help destigmatise mental health and address it in your workplace.

Alongside this practical advice, you will find a number of stories from small business owners talking about their own experiences with poor mental health and how they have tried to promote good mental health in their businesses. You will also find great links to free resources from organisations including Heads Together, Mind and Mental Health First Aid.

It is my hope that this guide will empower you to learn more about mental health, your role in challenging stigmas, and show that it's OK to talk about mental health in your business.



Mike Cherry / FSB National Chairman

¹ Farmer, P. and Stevenson, D. (2017). Thriving at Work: The Independent Review of Mental Health and Employers. [online] Thriving at Work, p.5. Available at: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/658145/thriving-at-work-stevenson-farmer-review.pdf [Accessed 12 Nov. 2017].

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TALK ABOUT MENTAL HEALTH

Stigma around mental health remains a big issue. We all need to work together to try and tackle it. As small business owners, we are ideally placed to take a lead in our business and start a conversation about mental health with staff and colleagues.

Many people don't have a strong understanding of mental health and there still exists wide misconceptions about it. People don't realise that conditions such as anxiety and Obsessive Compulsive Disorder (OCD) are mental health conditions. These conditions can have a significant impact on a person and their work.

Mental health problems are a lot more common than people probably think. Approximately one in four people in the UK will experience a mental health problem each year ², while in England, one in six people report experiencing a common mental health problem in any given week ³.

Common mental health problems include (but are not restricted to):

- Depression
- Anxiety problems such as General Anxiety Disorder (GAD)
- Phobias
- Eating problems
- Obsessive Compulsive Disorder (OCD)
- Personality disorders

What are anxiety problems?

Anxiety is a feeling of unease, worry or fear that can be associated with something that has happened, about to happen or happen in the future.

Everyone feels anxiety in their life, be it before starting a new business or sitting an exam, however, some can find it very hard to control their worries.

Anxiety can become a mental health problem when someone's worries are very powerful or long lasting, or if they affect their day to day life.

People with anxiety problems may also avoid certain situations or find it hard to control their worries.

A great starting point is for you to improve your understanding of mental health, how it can impact someone and where you, or your staff, can get support if needed. You're not expected to be an expert in mental health and there are many organisations that have really useful information that can help you play a part in tackling mental health problems in your business.

The [Time to Change](#) campaign has some great ideas about how to go about tackling mental health. If you are in Scotland, you can reach out to [The Scottish Association for Mental Health](#). [See Me Scotland](#) also offers support in ending mental health stigma and discrimination.

AS A SMALL
BUSINESS OWNER,
WHAT CAN
I DO?

- ✓ Build your awareness and understanding of mental health
- ✓ Take a leading role in talking about mental health in your business
- ✓ Look into the free resources available and how you can promote these in your business

² McManus, S., Meltzer, H., Brugha, T. S., Bebbington, P. E., & Jenkins, R. (2009). Adult psychiatric morbidity in England, 2007: results of a household survey. The NHS Information Centre for health and social care.

³ McManus S, Bebbington P, Jenkins R, Brugha T. (eds.) (2016). Mental health and wellbeing in England: Adult psychiatric morbidity survey 2014. NHS digital.

ZEAN MASKELL TALKS MENTAL HEALTH

“ Working with anxiety is extremely difficult, especially when you work for someone else. Mental health is still not talked about or understood as much as it should be and whilst smoking breaks are deemed acceptable, a 5 minute mental break is often



seen as slacking (one of the many reasons I continued to smoke for so long). Eventually the stress and pressure of working for someone else got to me and I quit my position at a small publishing firm with no real back up plan, just an extremely supportive and understanding partner.

I now use a variety of techniques to help me deal with my anxiety when I do have a panic attack as even though I feel less anxiety, it is still present in my life and I don't think it will ever truly disappear. When I feel like I am getting in a cycle where it will eventually mean a full-blown panic attack, I take some time to practice mindfulness and work on my breathing. This only takes me five to ten minutes but means I can then face the day again and continue working. I also practice yoga, which reinforces breathing, being in the moment, and also is a means of exercise which can help with anxiety. I once had a panic attack at our opening event, which was hard to deal with.

To anyone thinking of starting their own business who suffers from anxiety, or to anyone who runs a small business and is struggling to cope with their anxiety, I would recommend visiting your doctor and asking for Cognitive Behaviour Therapy (CBT). It is extremely helpful and gives you a sort of mental tool kit to enable yourself to see your anxiety through and continue with your day. I would also say to be kind to yourself, give yourself a five-minute break if you need it and make sure you manage your time effectively so you can do so. Running a small business with anxiety is difficult at times, but with the right tools, the right mind-set and a supportive network of people around you, it can be a joy and can (in my case) be preferable to working for someone else. ”

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TRY TO OPEN UP

Speaking to someone about their, or your own, worries and concerns can be a good way of protecting your mental health and wellbeing.

Our relationships, be it with family members, friends or colleagues are critical to be able to do this. We need to be able to talk to our family, friends or colleagues and to be there when they want to talk to us.

Explaining depression

Depression causes people to experience a long lasting low mood that can heavily impact day to day life.

Anyone can experience depression. People with depression might feel down, hopeless or numb and may have difficulty sleeping, or sleep too much. Some people may think about taking their own life.

Depression can be caused by a number of different events in a person's life. It can occur after a physical illness, a bereavement, unemployment, family problems even pregnancy. But not everyone who experiences depression will identify a particular cause.

To find out more about depression and the different types of depression visit [here](#).

Telling someone close to you about how you are feeling, or that you are experiencing stress, or are in distress, can be hard and many people never make it past this first step. You may feel uncomfortable opening up about what you are experiencing or feeling, or you may fear that you may be judged or put down.

There is nothing wrong with feeling this way and you certainly don't have to tell anyone about what you are experiencing if you don't want to, or feel comfortable, doing so. It can be difficult and it can be uncomfortable at times but trying to open up and talk to someone close to you can be helpful for both of you.

Opening up and talking becomes even more important for someone who is experiencing mental health problems. It can help someone live with their mental health problem, or recover from one. It can also help overcome isolation someone might be feeling if they have a mental health problem.

One thing you might consider is finding a mentor who you can talk to about problems in your business – try finding somebody at your local FSB branch.

You can also talk to professional health care practitioners, counsellors or therapists. [FSB Care](#) provides a service you can access if you want to discuss how you are feeling – it is free for members from the moment you join. There are guides to Mental Health Services in England, Scotland, Northern Ireland and Wales available.

*AS A SMALL
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I DO?*

- ✓ Try and talk about your feelings with someone close to you
- ✓ Consider finding a mentor to talk to about your business and how it impacts you
- ✓ If you feel you need to, talk to a professional

**OWEN TURNER
TALKS MENTAL
HEALTH**



“As an industry, the design world can often be high-pressured and fast-paced. Client demands, tight deadlines and creative barriers can all trigger feelings of anxiety and stress. These are the times when we need to remember to talk to each other. I usually

find that once I've talked things through with my team, wife, or best friend, I'm able to regain clarity and come up with an effective plan of action. They help so much more than they ever realise.

At United by Design, we are really keen to develop our staff in an open, honest environment and have recently pledged to do so with Sanctus. This simply means that we aspire to bring our full selves to work, where all mental health is supported, on a daily basis - allowing us to concentrate on doing truly great design work.

Over time, as I've become more aware of my own mental health and that of those around me, I have consciously tried to maintain a realistic, yet healthy work/life balance. Some days this is easier to achieve than others. Being a business owner naturally comes with its own challenges but I find that taking ownership of my mental wellbeing and normalising conversations around it, are definitely a step in the right direction! ”

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TALK ABOUT WORK

As business owners, the reality is that we spend the majority of our time at work and for many, it is a major part of our lives. Running our own business, means we know, more than most, that work can be very fulfilling and can provide a huge sense of achievement.

Work, however, also has the potential to get on top of us - be it a deadline, too much work, or unpaid bills, for example. Issues in our personal life, can also impact on our work life and how we feel at work.

These factors can all lead to poor mental health in the workplace which, in turn, can lead to work absence and lower productivity. Research shows that poor mental health at work costs the UK economy between £72bn and £99bn per year⁴.

Recent research from Mind found that half (48 per cent) of all people say they have experienced a mental health problem in their current job⁵.

What are personality disorders?

Everyone has their own individual personality that makes them who they are. Situations, different people and other factors will change the way we act, think and feel.

If someone has a personality disorder, they may think, feel, behave or relate to others in ways that can cause problems in their relationships and affect how they cope with everyday life.

Some people welcome the diagnosis of personality disorder, but others find it stigmatising and unhelpful. It's important to be sensitive to how someone feels about their diagnosis and to focus on what support they need.

For more information check out the [Mind website](#).

As business owners, it is critical that we work hard to address mental health issues in the workplace to support those with existing conditions, those at risk of poor mental health and for our entire workforce.

Regular one-to-ones, or lunchtime catch-ups, are great opportunities to do this by building trust and strong relationships between you and your employees. They can also provide moments to discuss professional development opportunities, learning or mentoring opportunities, and to raise issues that may have arisen.

Mind has produced a very useful document, [How to promote wellbeing and tackle the causes of work-related mental health problems](#)⁶, which provides ideas on how to help protect staff from work related mental health problems.

[Inspire](#), in Northern Ireland, offers bespoke support for businesses looking to set up mental health and wellbeing programmes. These programmes are aimed at giving business owners the skills they need to better support their staff.

[Healthy Working Lives in Scotland](#) offer support and free training for businesses wanting to raise awareness with their staff and managers.

AS A SMALL
BUSINESS OWNER,
WHAT CAN
I DO?

- ✓ Have a conversation about work with your employees – this can be on an informal basis, or as more formal catch-ups
- ✓ Look into free resources on how you can promote wellbeing and tackle the causes of work related mental health problems
- ✓ Consider training to support employees with a mental health problem

⁴ Farmer, P. and Stevenson, D. (2017). Thriving at Work: The Independent Review of Mental Health and Employers. [online] Thriving at Work, p.5. Available at: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/658145/thriving-at-work-stevenson-farmer-review.pdf [Accessed 12 Nov. 2017].

⁵ Mind (2017/2018) 43,892 staff from across the 74 organisations taking part in Mind's Workplace Wellbeing Index shared their views and experiences through staff surveys

⁶ Mind, How to promote wellbeing and tackle the causes of work-related mental health problems, 2017

**SARAH WINDRUM
TALKS MENTAL
HEALTH**

“ I have suffered with depression and anxiety for significant periods of my adult life. Both have been incredibly debilitating and I have spent days in bed paralysed by sadness and fear. But, for the majority of the time I function at a very high level and often exceed



the productivity of my peers. When I was in employment I was undergoing counselling and I didn't feel I was treated supportively by my employer, despite the fact I had been a hard-working and loyal member of the team for seven years. So when I became an employer myself I vowed that I would approach mental health differently.

My role as an employer is to create an environment that empowers individuals to take care of each other and themselves. I like certainty so my colleagues are aware I like to be given realistic deadlines and plenty of notice if, for any reason, they cannot be met. For another colleague with depression, regular exercise is important and he needs a flexible work pattern to ensure he can walk, swim, and run when he needs to. Even with the best intentions we don't get it right 100% of the time but the key is that we all keep talking and understand when people are starting to struggle. We all need support at different times and in different ways and we all need to be aware of that as a collective. Openness and honesty is the foundation and that means I have to lead from the front and admit when I am struggling too and be prepared to ask for help and to say sorry when I have overstepped the mark. We're all human after all.

You never know what someone has gone through just to turn up so my mantra is to always be kind. There is no magic formula or magic wand but people who struggle with their mental health are resilient, tenacious, and often very high-performing. I also think my struggles make me more empathetic to others which definitely makes me a better business leader. Offering a little flexibility as an employer is nothing compared to what I get back in return from my team. ”

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MENTAL HEALTH FIRST AID

Over the last ten years, there has been a marked increase in the uptake of [Mental Health First Aid \(MHFA\) England training](#), with thousands of employers recognising a need to provide training as part of their approach to workplace wellbeing.

Mental Health First Aid is the mental health equivalent of physical first aid. The training provides participants with the skills, knowledge and confidence to recognise signs and symptoms of common mental health issues and effectively guide a person towards the right support, be that self-help or professional services.

Through a mix of presentations, group discussions and workshop activities, participants gain an awareness of common mental health issues and learn how to listen and communicate non-judgmentally, offer reassurance, and signpost to further support if they recognise that someone may be struggling with their mental health.

Those who take MHFA England courses are not trained to be therapists or psychiatrists but can offer initial support through non-judgemental listening and guidance. MHFA England training also helps people to understand the importance of self-care and how to better support their own mental health.

Phobias and mental health

A phobia is an extreme fear or anxiety which can be triggered by a number of factors, including a particular situation (being in crowds), or an object (germs), even when these factors don't present a real danger.

Someone who has a phobia may even start to feel anxiety by just thinking or talking about it.

Everyone experiences fear but it becomes a phobia when that fear is out of proportion to the danger or if it has a significant impact on how someone lives their day to day life.

To find out more about phobias please visit [here](#).

Depending on the level of training taken, MHFA England courses can empower you with:

- An understanding of what mental health is, how to challenge stigma around mental health and how to raise awareness of mental health in the workplace
- An understanding of how to better support your own mental health
- An understanding of common mental health issues and how to spot signs and symptoms
- The confidence to approach and talk to someone who may be experiencing a mental health issue
- Skills in non-judgemental communication, listening and signposting
- The knowledge to signpost someone to sources of support.

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Visit the MHFA England website, or the SMHFA website and read up on mental health first aid courses and how they could help your business

**DEBORAH CORCORAN
TALKS MENTAL
HEALTH**

“As a smaller team, when one person is unwell, it can have a bigger impact than in a larger agency. Maintaining both physical and mental wellbeing, especially when it is busy, helps us to keep on top of the job and continue to deliver for our clients.



MHFA training has given an already close-knit team the confidence to be more proactive when looking out for each other's mental wellbeing; a crucial skill when time and resources may be in short supply. We have always had a culture where we looked out for each other and as a smaller team it can be easier to spot when someone is up or feeling down, whether they are having challenges with their workload or whether they're ready for new opportunities.

It can often be simple to spot when there is a physical health problem. We have a first aid kit in the office, so we know we can sort minor cuts and injuries or manage the situation until specialist help arrives. MHFA now gives us that 'first aid kit' for mental ill health.

We now have a situation where line managers catch up with their linees once a month, and our aim is to use these sessions to check-in on wellbeing in a more structured way as well as continue to focus on professional development. The training has helped our line managers encourage open conversation around mental health. Our company would be nothing without its people and so that's our priority; their development, their opportunities, their training and their wellbeing. ”

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MENTAL HEALTH AT WORK GATEWAY

In 2017 the Government commissioned Thriving at Work – the Stevenson/Farmer review of mental health and employers. The report revealed that over 300,000 people with a long-term mental health problem lose their jobs each year^[1]. In addition to this, a Mind survey of employers showed that while employers want to make changes to improve the lives of their employees, it is often hard to know where to look for information or guidance.

What is Obsessive Compulsive Disorder?

Obsessive Compulsive Disorder (OCD) is an anxiety disorder.

People with OCD have obsessive thoughts. These are repetitive or distressing thoughts that the person cannot control. Even if they are irrational, the person may find them very hard to resist or ignore. These thoughts can make them feel very anxious.

Someone with OCD will have compulsions - actions that they feel that they must repeat to feel less anxious or to stop the obsessive thoughts. This could be the simple task of checking they have their keys in your pocket.

These thoughts and compulsions can be very difficult for them to manage and can have a big effect on their day to day life.

In an effort to change this, the Heads Together campaign and Mind have developed the '[Mental Health at Work' employer gateway](#)'. FSB was one of the eleven key programme partners that helped to shape and produce the gateway.

Mental Health at Work provides business owners like us with the resources, training and information that we need to make our lives, and the lives of our colleagues and staff, better at work. It is a UK-wide initiative, supporting people regardless of their workplace, sector, background or region that aims to change the way we approach workplace mental health.

Currently, there are over 140 resources on Mental Health at Work, including FSB's own wellbeing guide. The guided search tool will help you to find exactly what you need; whether it's information about training line managers in mental health or guidance on influencing a shift in policy or approach. You'll also find a range of curated toolkits, which bring together resources on a particular area of workplace mental health. You can find out more about the innovative resources on the gateway through the blog section, or learn about how other organisations have used Mental Health at Work to make a positive change in their workplace on the case studies page.

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Visit the Mental Health at Work Gateway

**MARSHA WARD
TALKS MENTAL
HEALTH**

“ Having experienced the impact of external factors on my own mental health, I have become more attuned to the visible signs of the same in my team and others around me. This helps me to open up discussions before those signs develop in to a problem for the individual. We have introduced employee health care plans - costing just £13 per employee per month - that enable employees to stay healthy and to seek help where necessary.



That said, you don't need to have experienced issues to identify them. Raise awareness of the signs amongst your teams so that they can support one another too. Publications such as those provided here are exceptionally helpful. Or why not make The Mental Health Foundation one of your nominated charities? They have a payroll deduction arrangement for staff to donate too. Combine activities such as sponsored events that help to raise money, awareness of mental health and team collaboration. ”



REACHING OUT

Sometimes you don't have all the answers, and if you find yourself faced with a situation you don't quite understand, don't be afraid to talk to the experts. Some places to find out more are:

FSB Care

FSB Care is the medical and health advice service offered to FSB members. It can support members with a variety of health conditions and give advice on wellbeing. For more information visit the [FSB website](#).

FSB Legal Helpline

24 hour legal advice helpline operated by qualified barristers and solicitors, offering advice to small businesses on the range of legal issues including employment and health and safety. Check out [FSB's website](#) for more information.

Public Health England

Public Health England is responsible for making the public healthier and reducing differences between the health of different groups by promoting healthier lifestyles, advising government and supporting action by local government, the NHS and the public.

They have developed a number of toolkits, in association with Business in the Community, including [The Mental Health Toolkit for Employers](#), [Reducing the risk of suicide: a preventative toolkit for employers](#) and [Crisis management in the event of a suicide: a postvention toolkit for employers](#).

CIPD

The Chartered Institute of Personnel and Development is a professional association for human resource management professionals, and they have produced a number of factsheets which you might find really helpful to read. CIPD's wellbeing hub contains a number of videos with examples of good practice on wellbeing, as well as a range of other materials.

Also check out these fact sheets from CIPD:

- [Mental health in the workplace](#)
- [Stress in the workplace](#)
- [Well-being at work](#)

Healthy Working Lives (Scotland)

[Healthy Working Lives](#) is part of NHS Scotland and support employers create a safer, healthier and more motivated workforce. They work with all kinds of businesses, completely free of charge, offering practical information and advice to help improve health and safety and the wellbeing of everyone at work. Their website is full of practical advice, guides and tools to help with every aspect of health, safety and wellbeing in the workplace.

Scottish Association for Mental Health

The SAMH currently has over 60 community services across the whole of Scotland providing mental health and social care support. This focuses on homelessness, addictions and employment services, among others. They provide a number of resources for businesses looking to improve wellbeing in the workplace. They also focus on individual wellbeing and have a wellbeing tool where you can measure your own wellbeing.

Inspire Northern Ireland

Inspire in Northern Ireland offers a range of services that provide support in the areas of mental health and learning disability across a range of areas. This includes individual sections dedicated to [mental health](#), [disability services](#) and [workplace wellbeing](#). They can help your business develop an employee support service, mental health and wellbeing programmes.

Mind

Whether you're an employee worried about your own or a colleague's mental health, or an HR professional interested in improving mental wellbeing in your organisation – Mind is there to help. Please have a look at the [Mental Health at Work](#) section of their site, and a full list of resources targeted at employers can be found on the [Useful Resources](#) page.

To give you a taster of these:

Workplace wellbeing resources for HR professionals and line managers:

- [Introduction to mentally healthy workplaces](#)
- [How to take stock of mental health in your workplace](#)
- [How to promote wellbeing and tackle the causes of work-related mental health problems](#)
- [How to support staff who are experiencing a mental health problem](#)
- [Webinars](#)
- [Guide to Wellness Action Plans](#)

There is a [Guide for line managers](#) or supervisors who are interested in producing WAPs to their team members and a [Guide for employers](#) suitable for any staff member who would like to try a WAP for themselves.

Workplace wellbeing resources for individuals:

- [How to be mentally healthy at work](#)
- [How to Manage Stress](#)

Mental Health for Small Workplaces

As part of its Heads Together Workplace Wellbeing programme, Mind has developed free e-learning training tailored to employees of SMEs. This training can be rolled out within your business to give employees basic mental health awareness, and tips and tools on how to look after their own wellbeing as well as their colleagues.

Time to Change

[Time to Change](#) is a national campaign led by Mind and Rethink Mental Illness, as part of the campaign there is a dedicated team who works with employers to end stigma and discrimination of mental health problems in the workplace.

Mind's Workplace Wellbeing Index

The [Workplace Wellbeing Index](#) is a benchmark of best policy and practice. It will help you find out where you are doing well and where you could improve your approach to mental health in the workplace.

To find out more, visit their [webpages](#) or contact the team on index@mind.org.uk

Mental Health First Aid England

MHFA England has a vision to normalise society's attitudes and behaviours to mental health and develop the skills we all need to look after our own and others' wellbeing. Since it was first established as a community interest company in 2009, through its national network of 1,800 MHFA England instructors the organisation has trained over 300,000 adults in England. To achieve its vision, MHFA England is working towards training one in ten of the adult population in England, which they hope will help to create a cultural tipping point where awareness of mental health is equal to that of physical health.

Mental health first aid is just as important as physical first aid and it's vital that we, as small business owners, consider how we can implement this in our businesses. MHFA England offers a range of courses to ensure its training is accessible for any workforce, regardless of size, demographic, or working arrangement:

- [Workplace Mental Health Aware Half Day](#): This course qualifies you as Mental Health Aware and provides a basic awareness of common mental health issues and an understanding of how to look after your own mental health.
- [Workplace MHFA One Day](#): This is a more in-depth course and will qualify you as an MHFA Champion, providing an understanding of common mental health issues, the ability to spot signs of mental ill health and the skills and knowledge to support positive wellbeing.
- [Workplace MHFA Two Day](#): This two-day programme qualifies you as a Mental Health First Aider giving you the confidence, knowledge and the skills to support someone experiencing a mental health issue and signpost them to further support. It provides a deeper understanding of the issues that impact people's mental health, common mental health issues, and signs and symptoms to be aware of, as well as the knowledge to better support your own mental health.

For further information on this in the meantime, get in touch with the MHFA England Customer Services Team at: info@mhfaengland.org or on 020 7250 8062.

MHFA England also provides free workplace resources including its [Workplace Wellbeing toolkit](#) and [Line Manager's Resource](#). Its full range of online resources can be accessed at: mhfaengland.org/mhfa-centre/resources.

Find further information on accessing mental health first aid training outside England via the following links:

- [Scotland](#)
- [Northern Ireland](#)
- [Wales](#)

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