



MINDFUL EMPLOYER[®]

INFORMATION

**With the right support,
people with a mental health condition can & do stay in work.**

**With the right support,
you can continue to deliver your business.**

mindfulemployer.net

01392 677064



Why be a MINDFUL EMPLOYER?

MINDFUL EMPLOYER provides businesses and organisations with easier access to information and support in relation to staff who experience stress, anxiety, depression and other mental health conditions.

Being a MINDFUL EMPLOYER...

- ✓ Shows employees and others that you are a good employer
- ✓ Expresses corporate social responsibility
- ✓ Reduces staff and training costs
- ✓ Helps towards complying with legislation (e.g. Equality Act & HSE)
- ✓ Reduces sickness absence
- ✓ Enhances customer service
- ✓ Improves productivity
- ✓ Helps retain staff who have experienced discrimination in the past
- ✓ Makes for a healthier workplace

... and we'll provide you with resources, training and contact with other employers and local support services.

Key Principles

By Employers, For Employers

MINDFUL EMPLOYER is led by employers and is for employers. It's about increasing awareness of mental health, helping you deliver your business, providing support networks and information, and making it healthier to talk about mental health.

Good Practices not 'Great Promises'

MINDFUL EMPLOYER is concerned with helping you in recruiting and retaining valued and talented members of staff. It is completely voluntary and will support you as an employer to work towards putting its principles in to practice in ways which are sensible, achievable and realistic.

Adapted and Adopted

You are the expert on your business. MINDFUL EMPLOYER will support you in adapting its principles within your own policies, structure and culture, adopting them for the longer-term benefit of your staff.

Safe People not Scary Places

59% of people feel uncomfortable about talking to their manager about a mental health condition. Attitudes are improving but mental ill health remains an area of fear and stigma for many. Being a MINDFUL EMPLOYER demonstrates a willingness to enable disclosure of mental ill health to take place without fear of rejection or prejudice.

It takes time. Changing attitudes and cultural expectations does not happen quickly and the Key Principles of MINDFUL EMPLOYER are ones which employers can *work towards* and implement *within* the normal policies and practices of your organisation.

Cost

Staff absence and reduced productivity may be costing your organisation. Accessing our website and contacting MINDFUL EMPLOYER for support and information are free. There is a small administration fee for employers signing the Charter for Employers who are Positive About Mental Health - see pages 2-3

Investing in mental health awareness training and publications will also be beneficial – see page 3.

About Us

MINDFUL EMPLOYER is run by Workways, a service of Devon Partnership NHS Trust. MINDFUL EMPLOYER is a Registered Trade Mark of Devon Partnership NHS Trust. Having started as a local initiative in Exeter in 2004, MINDFUL EMPLOYER is now UK-wide and has been launched in Australia, New Zealand & Canada.



Charter for Employers who are Positive About Mental Health

Since 2004, over 1,500 employers have at some point been a signatory to the Charter.

The Charter is not an accreditation or a set of quality standards nor a policy or a target.

It's voluntary. It's a set of aspirations.

The Charter has been compiled in conjunction with employers supporting the MINDFUL EMPLOYER initiative. The Charter is about *working towards* the principles of it – signing up is a step along a journey not the end of it. It's a voluntary agreement which seeks to support employers in working within the spirit of its positive approach. It's not legally enforceable and doesn't negate the need for you to get the right person with the right experience, qualifications and skills for the job. Whether you are a small, medium or large employer, the Charter fully respects there will be many different priorities, policies and practices which influence the way you recruit and retain staff – you are the expert on your business.

You can contact us and be involved in MINDFUL EMPLOYER without signing the Charter but many are using the Charter as a tangible display of their commitment to improving the working lives of their staff. A full list of current signatories is shown on our website at www.mindfulemployer.net/charter

Charter For Employers Who Are Positive About Mental Health

As an employer we recognise that in the UK, people experiencing mental ill health continue to report stigma and discrimination. We are committed to creating a supportive and open culture, where colleagues are able to talk about mental health. We are also committed to ensuring that our employees feel safe in disclosing any mental health conditions and confident that they will be properly supported and offered reasonable adjustments when required.

As an employer, we have made an ongoing commitment to:

- ✓ Provide non-judgemental and proactive support to individual staff who experience mental ill health.
- ✓ Not make assumptions that a person with a mental health condition will be more vulnerable to workplace stress or take more time off than any other employee or job applicant.
- ✓ Show a positive and enabling attitude to all employees and job applicants with a mental health condition. This will include positive statements in local recruitment literature.
- ✓ Ensure all line managers have access to information and training about managing mental health in the workplace.
- ✓ Ensure that all staff involved in recruitment and selection are briefed on mental health conditions and The Equality Act 2010, and given appropriate interview skills.
- ✓ Make it clear in any recruitment or occupational health check that people who have experienced mental ill health will not be discriminated against and that disclosure of a mental health problem will enable both employee and employer to assess and provide the right level of support or adjustment.

By signing the Charter you will...

- ✓ Show that your organisation is *working towards* the Charter aspirations
- ✓ Be supported in putting its principles in to practice
- ✓ Be able to use the MINDFUL EMPLOYER® logo on your job advertisements, Website, letterheading etc



You will receive...

- ✓ Personalised printed Charters showing your company name and logo
- ✓ Free copies of the **MINDFUL EMPLOYER Line Managers' Resource** and **Keeping Well at Work** – and a discount on further copies
- ✓ Discount on mental health awareness sessions at your workplace
- ✓ Exclusive offers and discounts on other related services and products
- ✓ Regular information about MINDFUL EMPLOYER
- ✓ Access to **MINDFUL EMPLOYER plus** helplines for managers and staff (additional fee applies)

You will be asked to review your commitment to the Charter two years after signing and every three years thereafter. This enables you to reflect on your practice and provide evidence of the progress you are making. In keeping with the overall philosophy of MINDFUL EMPLOYER, the Review is intended to be a supportive process – it's not an inspection! However, if you do not complete the Review we do reserve the right to revoke use of the Charter and logo.

Charter Administration Fees

Payment of fees is a requirement of being a signatory.

| No. of employees | New Charter Signatory Admin Fee | Charter Review Admin Fee (per review*) |
|------------------------|---------------------------------|--|
| less than 10 employees | £40 | £75 |
| 10 to 50 employees | £55 | £80 |
| 51-250 | £85 | £120 |
| 251-1000 | £110 | £160 |
| 1001-5000 | £150 | £170 |
| 5001-10000 | £200 | £180 |
| over 10000 | £250 | £190 |

Fees are subject to VAT. Registered Charities receive a 5% discount on all administration fees. *Review fees are not an annual payment – they are payable two years after signing and every three years thereafter.

Equipping your managers & staff

Charter signatory or not, providing information and guidance for your managers and staff is crucial.

Workshops Our competitively priced, workshops cover mental health awareness, having conversations with staff, helping people who are distressed and techniques to help build resilience and keeping well at work. Visit www.mindfulemployer.net/awareness or contact us on 01392 677064 for more details.

MINDFUL EMPLOYER plus provides telephone helplines for staff and managers. This service is exclusively for Charter signatories and more details are available at www.mindfulemployer.net/charter/meplus.

Publications The **MINDFUL EMPLOYER Line Managers' Resource** provides a wealth of practical advice and information about talking to and supporting staff. (£4.00 includes p&p). **Keeping Well at Work** helps people manage their health and talk to their manager and colleagues. (£1.00 includes p&p). A general **MINDFUL EMPLOYER leaflet** is also available. There's a 10% discount if you are a Charter signatory.

Several employers have bought copies for all employees. Order online at www.mindfulemployer.net or use the Order Form on page 5.

Our Response

We sign the Charter for Employers who are Positive About Mental Health. We undertake to use the MINDFUL EMPLOYER® name and logo correctly and to pay Administration Fees when requested. We understand our commitment to the Charter will be initially reviewed in 2 years time and every 3 years thereafter and will inform Workways if we no longer wish to be a signatory.

Signed

Date

Name (PRINT)

Position (PRINT)

To be signed by CEO/MD/Owner/Head of Personnel or HR (or of similar standing within the organisation)

The details shown above will appear on the Charter itself. The date shown above will be the date of signatory to be used for Review purposes.

Please complete all the following information in full (BLOCK CAPS throughout please):

Company Name:

No. Employees:

(i.e. all paid staff; not full-time equivalent posts and not including volunteers)

Sector: Public/Private/Voluntary

Contact Name:

Position:

Address:

Postcode:

Tel No:

Website:

E-mail:

(if possible, please provide a specific e-mail address rather than a generic one [e.g. not info@...])

Registered Charity No:

Twitter username:

How did you first hear about MINDFUL EMPLOYER?

If you would like to add your logo to the Charter, please e-mail it to info@mindfulemployer.net and tick this box to show you have done so

New Charter Signatory Admin Fee (please circle appropriate figure):

Less than 10 employees - £40+VAT 10 to 50 employees - £55+VAT 51-250 employees - £85+VAT

251-1000 employees - £110+VAT 1001-5000 employees - £150+VAT

5001-10000 employees - £200+VAT over 10000 employees - £250+VAT

Please note...

Prices may be subject to change. Charter materials and publications will be sent to contact person and address shown above – please advise if different. Prices of publications include postage & packing at cheapest Royal Mail rate. If you wish to pay by invoice a minimum total value of £25.00 applies. Orders cannot be cancelled and are non-returnable and non-refundable.

MINDFUL EMPLOYER is run by Workways, a service of Devon Partnership NHS Trust. All payments are made to **Devon Partnership NHS Trust** (NB Not MINDFUL EMPLOYER).

Continues on page 5

Charter Fee Payment & Publication Order Form

| | | |
|--|--|---|
| New Charter Signatory Administration Fee (as shown on page 4) | | £ |
| Please add 20% VAT on the Administration Fee | | £ |
| Publications | No. of copies | |
| Keeping Well at Work* | £1 per copy – 10% discount for Charter signatories (90p per copy) | £ |
| MINDFUL EMPLOYER Line Managers' Resource* | £4 per copy – 10% discount for Charter signatories (£3.60 per copy) | £ |
| MINDFUL EMPLOYER Leaflets* | £15.00 - 25 copies; £25.00 - 50 copies; £42.00 - 100 copies; £295.00 - 1000 copies Min. order 25 copies. Multiples of 25, 50, 100 or 1000. 10% discount for Charter signatories | £ |
| <i>Publications are not subject to VAT</i> | | |
| TOTAL (If you wish to be invoiced your order must have a minimum total value of £25.00) | | £ |

***If you are a Charter signatory:** you will receive a complimentary copy of each publication. Your logo can be overprinted (min order 250 at extra cost). We will provide you with a quote before processing your order. Please tick box if you require this option

Please choose **one** of the following payment methods (we are not able to accept card payments):

(1) Cheque – payable to **Devon Partnership NHS Trust**. The Charter and other items will be sent upon receipt.

Please tick to confirm enclosure of cheque with this form (don't forget to add VAT)

(2) Invoice – Minimum value £25.00. Devon Partnership NHS Trust will send an invoice to the contact person shown on page 4 – please advise if different. Invoices to be settled within 30 days. The Charter and other items will be sent once payment has been received. Please tick if you wish to pay by invoice

If raising a Purchase Order please address the order to Devon Partnership NHS Trust, Wonford House, Dryden Road, Exeter EX2 5AF and send to Workways at address shown below together with this form.

Declaration

I agree to pay the above and understand that all payments are non-refundable and orders non-returnable.

Signed

Name (Print) Date

Please send pages 4 & 5 to:

MINDFUL EMPLOYER, Workways, New Leaf, Farm House Rise, Exminster, Exeter EX6 8AB or scan and email to info@mindfulemployer.net