



Mental Health Organisational Standards

Company Mental Health Leadership Guidance

1. The organisation delivers the strategy through a systematic process involving a continuous improvement cycle, including in response to the ongoing impact of the pandemic.		
1.1 Attach evidence of your organisation's plan to assess delivery of mental health and wellbeing strategy. (If you are unable to provide links, please email to tick@tickaccreditation.com)		
Possible evidence (<i>this list is not exhaustive</i>)		
<ul style="list-style-type: none"> • Plan (can be the Mental Health Tick Action Plan) • Evidence of plan review • Feedback from individuals • Evidence/ monitoring of feedback 		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
Evidence attached		
<ul style="list-style-type: none"> • Plan (can be the Mental Health Tick Action Plan) • Evidence of plan review 	<ul style="list-style-type: none"> • Plan (can be the Mental Health Tick Action Plan) • Evidence of plan review • Feedback from individuals 	<ul style="list-style-type: none"> • Plan (can be the Mental Health Tick Action Plan) • Evidence of plan review • Feedback from individuals • Evidence/ monitoring of feedback



1.2 Describe how you assess the strengths and weaknesses of mental health and wellbeing strategy such as cycle of evaluation and review.

Bronze	Silver (as Bronze, but also...)	Gold (as Silver, but also...)
There is a plan in place to assess strengths and weaknesses for delivery of the strategy for mental health and wellbeing across the organisation. Organisations may have used the Mental Health Tick Action Plan template.	There is evidence of action planning, plus a cycle of evaluation and review of the plan. There are methods for individuals to feedback directly or anonymously, this feedback is evidenced in the review cycle.	In addition, actions are identified relating to sustaining strengths/good practice. Assessment of supply chain mental health commitments and activities evidenced.

2. There is a designated leader, coordinator or coordinating committee for mental health and wellbeing, supported by champions and managers across the organisation (for smaller organisations the leader may be supported with external advice or support).

2.1 Attach evidence that there is a designated leader for mental health and wellbeing strategy. (If you are unable to provide links, please email to tick@tickaccreditation.com)

Possible evidence (this list is not exhaustive)

- Role description
- Strategy
- Website/intranet screenshots

Bronze	Silver (as Bronze, but also...)	Gold (as Silver, but also...)
Evidence attached		

2.2 Describe the role of the mental health and wellbeing strategy leader and the responsibilities of others in the implementation of strategy.

Bronze	Silver (as Bronze, but also...)	Gold (as Silver, but also...)
There is an identified lead for the mental health and wellbeing strategy, but it is clear	The organisation recognises that people at all levels have lived experiences of mental	The organisation's leaders are at the forefront of the strategy, modelling



<p>that the implementation of the strategy is everyone's responsibility. For a smaller organisation this may be the owner, or senior leader.</p>	<p>ill health. Role models from across the organisation are identified as champions to support the implementation of the strategy (for very small organisations this will involve all people recognising their role).</p>	<p>behaviour and expectations from the top. The identified lead's role is in monitoring and review as the strategy is embedded and works without their input (although for SMEs the lead will need to be more actively involved). Mental health and wellbeing is a standard item on the board or governance meeting (or team meetings for SMEs).</p>
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<p>3. Community, national or international mental health and wellbeing events are seen as part of a year-round cycle or a celebration of the organisation's commitment, rather than a one-off awareness event.</p>		
<p>3.1 Attach evidence that mental health and wellbeing events are carried out throughout the year. (If you are unable to provide links, please email to tick@tickaccreditation.com)</p>		
<p>Possible evidence (<i>this list is not exhaustive</i>)</p>		
<ul style="list-style-type: none"> • Staff communications • Website/ intranet screenshots • Marketing materials • Photos/videos 		
<p>Bronze</p>	<p>Silver (<i>as Bronze, but also...</i>)</p>	<p>Gold (<i>as Silver, but also...</i>)</p>
<p>Evidence attached</p>		

<p>3.2 Give examples of organisational mental health and wellbeing events that celebrate and encourage engagement with community, national or international mental health and wellbeing events (for example men's mental health month).</p>		
<p>Bronze</p>	<p>Silver (<i>as Bronze, but also...</i>)</p>	<p>Gold (<i>as Silver, but also...</i>)</p>
<p>The organisation celebrates and</p>	<p>Community, national and</p>	<p>There are year-round themes relating to</p>



<p>encourages engagement with community, national or international mental health and /or wellbeing events, such as Men's Mental Health Month (this will vary according to the size of the organisation, available resources and may involve being involved in events run by other organisations, rather than run by a small organisation).</p>	<p>international mental health and wellbeing events are linked to the organisation's strategy and seen as a celebration of the culture across the organisation, for example recognising individuals' contributions with an award (this will vary according to the size of the organisation, available resources and may involve being involved in events run by other organisations, rather than run by a small organisation).</p>	<p>mental health and wellbeing, each providing an opportunity for discussion, reflection, awareness of unconscious biases and tackling stigma not just in the organisation, but also in the community. There is evidence of collaboration with external health and wellbeing partners to jointly promote good practice, areas of support and national events or campaigns (this will vary according to the size of the organisation, available resources and may involve being involved in events run by other organisations, rather than run by a small organisation).</p>
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