



# Mental Health Organisational Standards

## Health and Safety Mental Health Guidance

1. Mental wellbeing is an integral part of the health and safety of the organisation, including in post-pandemic safety measures.

1.1 Attach evidence that mental wellbeing is an integral part of the organisation's health and safety policy. (If you are unable to provide links, please email to [tick@tickaccreditation.com](mailto:tick@tickaccreditation.com))

**Possible evidence** (*this list is not exhaustive*)

- Risk assessments
- Policies
- Photographs
- Staff survey results
- Screenshots of website/intranet
- Marketing materials
- Press coverage

<b>Bronze</b>	<b>Silver</b> ( <i>as Bronze, but also...</i> )	<b>Gold</b> ( <i>as Silver, but also...</i> )
Evidence attached		

1.2 Describe how the organisation's risk assessment includes workload, mental health and wellbeing.

<b>Bronze</b>	<b>Silver</b> ( <i>as Bronze, but also...</i> )	<b>Gold</b> ( <i>as Silver, but also...</i> )
The organisation's risk assessment includes health, safety and wellbeing, including workload. Action is taken to reduce causes	In addition, the organisation ensures that wellbeing resources are available for all individuals,	There is evidence that the organisation and employees are able to participate in supporting the mental health of their families



<p>of workplace stress, including for those working at home. Mental health is a topic during staff induction. Mental wellbeing is a standing item on health and safety meetings. (Smaller organisations evidence may involve accessing external support services or experts.)</p>	<p>regardless of situation, for example:</p> <ul style="list-style-type: none"> <li>• fitness classes,</li> <li>• healthy food choices signposted in the canteen,</li> <li>• flexible working,</li> <li>• regular screen breaks,</li> <li>• confidential medical services,</li> <li>• employee assistance programmes,</li> </ul> <p>training, non-judgemental support/reasonable adjustments after a period of absence related to mental health.</p>	<p>and the wider/local community, such as access to the Employee Assistance Programme for families.</p>
---	--	---

<p>2. Roles across the organisation are screened for high levels of stress and those identified are then risk assessed and supportive mechanisms put in place, including supervision as appropriate.</p>		
<p>2.1 Attach evidence that roles are screened for stress levels and supportive measures are put in place for those that have high levels of stress. (If you are unable to provide links, please email to <a href="mailto:tick@tickaccreditation.com">tick@tickaccreditation.com</a>)</p>		
<p><b>Possible evidence</b> (<i>this list is not exhaustive</i>)</p>		
<ul style="list-style-type: none"> <li>• Assessments (generic and anonymised individual)</li> <li>• Staff handbook</li> <li>• Supervision policy/ procedure</li> <li>• Supervision training</li> <li>• Data (e.g. % of roles screened)</li> <li>• Mentoring programme details</li> </ul>		
<p><b>Bronze</b></p>	<p><b>Silver</b> (<i>as Bronze, but also...</i>)</p>	<p><b>Gold</b> (<i>as Silver, but also...</i>)</p>
<p>Evidence attached</p>		



2.2 Give examples of how role stress levels are assessed and the supportive mechanisms in place.

<b>Bronze</b>	<b>Silver</b> ( <i>as Bronze, but also...</i> )	<b>Gold</b> ( <i>as Silver, but also...</i> )
<p>Roles are considered in terms of levels of potential stress across the organisation. The Role Stress Risk Assessment, or another similar tool, is used to assess the needs of individuals or roles that are potentially exposed to high levels of stress (whether work-related or not) and actions are taken accordingly.</p>	<p>Supervision is seen as a tool separate from line management and may be provided by internal or external workplace mentors for those in emotionally demanding roles (for very small organisations, this may be accessing external formal or informal support). Individuals experiencing high levels of stress (whether work-related or not) are supported through a no-blame Role Stress Risk Assessment and resulting actions.</p>	<p>There is an embedded mentoring or supervision programme across the organisation available to all staff, regardless of position, via self-referral for support with stress or overcoming other barriers they are facing. Staff and occupational health and/or the Employee Assistance Programme co-design smooth referral pathways. For smaller organisations, these may be accessing local support networks or services, such as business support groups, or informal support from another business.</p>