



Mental Health Organisational Standards

Mental Health Policy Guidance

1. Mental wellbeing is an integral part of the health and safety of the organisation, including in post-pandemic 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)		
Possible evidence (<i>this list is not exhaustive</i>)		
<ul style="list-style-type: none"> • Risk assessments • Policies • Photographs • Staff survey results • Screenshots of website/intranet • Marketing materials • Press coverage 		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
Evidence attached		

1.2 Describe how the organisation's risk assessment includes workload, mental health and wellbeing.		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<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"> • fitness classes, • healthy food choices signposted in the canteen, • flexible working, • regular screen breaks, • confidential medical services, • employee assistance programmes, • training, • non-judgemental support/reasonable adjustments after a period of absence related to mental health. 	<p>and the wider/local community, such as access to the Employee Assistance Programme for families.</p>
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<p>2. Operational policies and procedures reflect the importance of mental health and wellbeing for individuals and the organisation (e.g. response, return and recovery phases of the pandemic).</p>		
<p>2.1 Attach evidence that operational policies and procedures reflect the importance of mental health and wellbeing for individuals and the organisation. (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"> • Policies/ procedures • Staff communications • Appraisal paperwork • Data (e.g. % of manager appraisals recording wellbeing support) 		
<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>		



2.2 Give examples of how policies and procedures are embedded across all sectors to reflect mental health awareness and would not discourage someone with lived experiences of mental ill health.

Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
<p>HR policy/procedures, such as recruitment, home working or return to work, reflect mental health awareness and would not discourage someone with lived experiences of mental ill health. Operational procedures/policies or changes to them, such as throughout the pandemic, induction or exit interviews, reference mental health and wellbeing.</p>	<p>Operational policies and procedures, including short-term changes, reflect a consideration for wellbeing throughout.</p>	<p>Operational policies and procedures, short-term changes or the standard review cycle take a people-first approach to considering the wellbeing impact. Appraisals for managers include an evaluation of how they support the wellbeing of individuals.</p>