



Mental Health Organisational Standards

Mental Health Strategy Monitoring Guidance

1. Leaders and managers recognise the impact of mental health and wellbeing for their team(s) and their organisation.		
1.1 Attach evidence that leaders and managers recognise the impact of mental health and wellbeing has on their team(s) and the organisation. (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"> • Staff survey • Managers' survey • Appraisal guidance • Staff handbook • Examples of staff communications 		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
Evidence attached		

1.2 Give examples of how leaders and managers recognise and support all individuals' mental health and wellbeing.		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
Leaders and managers support individuals (including home workers) to have an appropriate work-life balance and to use leave, the impact of personal issues on	Workflows, procedures and responses to events (such as recovery from impact of the pandemic or home working) are people-focussed and designed with tolerable	Leaders and managers feel comfortable having supportive wellbeing conversations with staff and feel able to reflect on their own mental health experiences.



wellbeing and work performance is recognised (e.g. staff feedback shows staff recognise this).	levels of stress in mind for staff involved. Decisions that could affect wellbeing are communicated clearly and rationale explained.	
--	--	--

2. Mental health and wellbeing is monitored across the organisation, including the impact of initiatives, resources, training and services.

2.1 Attach evidence of how mental health and wellbeing strategy is monitored across the organisation. (If you are unable to provide links, please email to tick@tickaccreditation.com)

Possible evidence (*this list is not exhaustive*)

- Data
- Staff surveys
- Strategy review documents
- Annual reports
- Data from Employee Assistance Programmes/ Occupational Health

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

2.2 Give examples of how you ensure that mental health and wellbeing is monitored across the organisation, including the impact of initiatives, resources, training and services.

Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
Readily accessible data, such as retention or absence, is used to monitor wellbeing across the organisation.	Staff surveys or tools, such as the Mental Wellbeing Assessment for smaller organisations, are used to monitor wellbeing. Results are fed into the plan, do, review cycle for the organisation strategy.	Staff surveys (or formal/informal feedback for smaller organisations) are also used to monitor factors that are known to affect staff wellbeing, such as workload or management style. There is evidence of collaboration with expert support, such as occupational health or



		employee assistance programmes to obtain a deeper understanding of the data/trends.
--	--	---