



# Mental Health Organisational Standards

## Mental Health and Wellbeing Strategic Vision Guidance

1. There is a written strategy, based on a clear ethical and value-based statement, for mental health and wellbeing across the organisation being implemented.

1.1 Attach evidence of your organisation's strategy for mental health and wellbeing. (If you are unable to provide links, please email to [tick@tickaccreditation.com](mailto:tick@tickaccreditation.com))

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

- Website screenshot
- Statement/policy
- Annual reports
- Staff handbook

| <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 you implement mental health and wellbeing strategy, such as review and monitoring.

| <b>Bronze</b>  | <b>Silver</b> ( <i>as Bronze, but also...</i> )  | <b>Gold</b> ( <i>as Silver, but also...</i> )  |
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| An organisation-wide position statement is in place. | There is a strategy including a clear ethical and value-based statement for mental health and wellbeing that | There is also evidence of policy and a cycle of evaluation and review of the strategy against identified outcomes, such as mental and physical |



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|  | considers organisation and individual level needs, the capacity and nature of organisation (e.g. SME, multi-site). | health/wellbeing targets. Annual reporting is available for internal and external audiences (for medium and large organisations). |
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| 2. The mental health and wellbeing strategy is referenced and embedded in other key organisational policies and procedures, such as whistleblowing, diversity, bullying and harassment or equality.  |   |   |
| 2.1 Attach evidence of how mental health and wellbeing strategy is embedded and referenced across other key policies and procedures (whistleblowing, diversity, bullying and harassment and equality). (If you are unable to provide links, please email to <a href="mailto:tick@tickaccreditation.com">tick@tickaccreditation.com</a> ) |   |   |
| <b>Possible evidence</b> ( <i>this list is not exhaustive</i> )  |   |   |
| <ul style="list-style-type: none"> <li>• Policies</li> <li>• Procedures</li> <li>• Guidance for producing policies/procedures</li> </ul>   |   |   |
| <b>Bronze</b>  | <b>Silver</b> ( <i>as Bronze, but also...</i> ) | <b>Gold</b> ( <i>as Silver, but also...</i> ) |
| Evidence attached  |   |   |

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|--|---|---|
| 2.2 Give examples of how you ensure that mental health and wellbeing strategy is embedded.   |   |   |
| <b>Bronze</b>  | <b>Silver</b> ( <i>as Bronze, but also...</i> )   | <b>Gold</b> ( <i>as Silver, but also...</i> )   |
| The organisation has referenced and can identify the policies that refer to the mental health and wellbeing of staff, such as whistleblowing, bullying or harassment or equality or diversity. | Mental health and wellbeing are integral to key policies, not only referenced, but woven in throughout the documents. | Policies and procedures are developed with a people-first approach, inherently building in mental health sensitive approaches. There is clear evidence that there is an impact on mental health and/or wellbeing across the organisation. |