



Mental Health Organisational Standards

Mental Health or Wellbeing Pledge Guidance

1. The organisation has signed up to a Mental Health or wellbeing pledge and this is implemented and communicated across the organisation.

1.1 Attach evidence that your organisation has signed up to a pledge.

Such as:

The Mental Health Charter

Mindful Employer

Mental Health at Work Commitment

Time to Change

(If you are unable to provide links, please email to

tick@tickaccreditation.com)

Possible evidence (*this list is not exhaustive*)

- Publicly displayed on website
- Signage
- Certificate
- Confirmation email
- Photos

Bronze

Silver (*as Bronze, but also...*)

Gold (*as Silver, but also...*)

Evidence attached

1.2 Give at least two examples of how you are embedding the pledge across organisation.



Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
There is evidence that the pledge is embedded across the organisation (two examples) such as employee champions, use of resources.	There is also evidence that the impact of the pledge is considered across the organisation, such as review / reflection.	There is a process to monitor the impact commitment to the pledge has across the organisation, such as self-assessment review – what is being done, current good practice, areas of weakness. (e.g. SWOT analysis)

1.3 Give examples of how the pledge is communicated across the organisation and publicly.		
Bronze	Silver (<i>as Bronze, but also...</i>)	Gold (<i>as Silver, but also...</i>)
Single example of how a Mental Health or Wellbeing pledge is communicated across the organisation such as staff wellbeing page and email footers.	Multiple examples of how a Mental Health or Wellbeing pledge is communicated across the organisation and publicly.	Embedded in staff communication, such as regular piece in staff newsletter.