



# Mental Health Organisational Standards

## Staff Voice in Mental Health and Wellbeing Strategy Guidance

1. Individuals recognise their own mental state and feel safe to express them or use strategies to deal with negative states.		
1.1 Attach evidence that individuals across the organisation recognise their own mental state. (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>• Staff survey</li> <li>• Case studies</li> <li>• Manager surveys</li> <li>• Employee surveys</li> <li>• Data from Employee Assistance Programmes/ Occupational Health</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		

1.2 Describe how individuals across the organisation are safe to express their mental state or use coping strategies to deal with negative states.		
<b>Bronze</b>	<b>Silver</b> ( <i>as Bronze, but also...</i> )	<b>Gold</b> ( <i>as Silver, but also...</i> )
There is evidence (individual's feedback, case studies, survey results) that individuals in the organisation recognise	Individuals recognise their own emotional triggers and feel able to engage with their manager/the organisation/support	Individuals across the organisation recognise their responsibilities in proactively supporting the wellbeing of colleagues. Those



their own emotions and feel able to use coping strategies to express and/or deal with negative states.	services when experiencing poor mental health. Managers feel secure enough in their knowledge to respond empathically and provide or signpost support.	experiencing poor mental health feel supported by the organisation, managers and colleagues.
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2. Staff at all levels and in all circumstances are engaged in the development, deployment and monitoring of the mental health and wellbeing strategy, including unions, or minority groups, such as ethnicity groups, LGBT+, low-paid and contractors.		
2.1 Attach evidence that staff at all levels and in all circumstances are engaged in the development, deployment and monitoring of the organisation's mental health and wellbeing strategy. (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>• Agenda/ minutes</li> <li>• Strategy document</li> <li>• Plan</li> <li>• External surveys (e.g. Investors in People)</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		

2.2 Give examples of how representatives across the organisation are involved in the development and review of the mental health and wellbeing strategy.		
<b>Bronze</b>	<b>Silver</b> ( <i>as Bronze, but also...</i> )	<b>Gold</b> ( <i>as Silver, but also...</i> )
Representatives from across the organisation are involved in the development/review of the mental health and wellbeing strategy (for a small organisation this may include external expertise).	Individuals at all levels and from different sectors of the population (including those based off-site such as home-workers or drivers) are able to take part in regular staff engagement forums, or	The organisation has explored other ways of allowing staff to feed into or feedback on the mental health and wellbeing strategy and provision, such as suggestion boxes or anonymous surveys.



	<p>provide feedback in a way that works for them, on topics related to mental health and wellbeing (for smaller organisations this may be as simple as an agenda item at staff meetings or in line management).</p>	
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