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Ways to Support Employee Mental Health



Practical Tips for Employers

1

Create an Open and Supportive Workplace

- Make talking about mental health **normal and judgment-free**
- Managers should lead by example and **model supportive behaviour**
- Offer mental health **training and workshops** for all staff
- Plan **team activities** that help people **feel connected**
- Create spaces where staff can **talk about how they feel**

2

Help Work-life Balance

- Allow **flexible working** when possible (different hours, working from home)
- Remind staff to take **regular breaks** and **use their holiday time**
- Set clear rules about **not expecting responses to emails after work hours**
- **Check workloads regularly** and share tasks when someone has too much
- **Value good work,** not long hours

3

Offer Mental Health Support

- Provide counselling services through an **Employee Assistance Programme**
- Share **helpful resources** from trusted organisations like NHS, Mind and Samaritans
- **Train mental health first aiders** in each team
- Make **personalised workplace changes** for people with mental health needs
- Set up **buddy systems** so colleagues can **support each other**

4

Keep Communication Clear

- Have **regular check-ins about wellbeing**, not just about work tasks
- Create ways for staff to **give feedback without giving their name**
- Make sure **mental health policies** are **easy to find and understand**
- Clearly explain what **support is available** and **how to get it**
- Keep staff updated about **workplace changes** to **reduce worry**

5

Support Healthy Choices

- Offer **gym discounts, yoga classes or mindfulness sessions**
- Provide **healthy snacks** and **water stations**
- **Help with money worries** through workshops and advice
- **Encourage movement** with **walking meetings** and **step challenges**
- Make sure the workplace has **good lighting, comfortable furniture and quiet areas**

No one should face mental health struggles alone

