

Mental health in the voluntary sector workplace

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“The UK faces a significant a mental health challenge at work”

Thriving at Work: Stevenson/Farmer review 2017

“Employers must get to grips with mental health in the workplace with politicians focusing on the issue and recent case law showing that employers are falling to understand their responsibilities”

Personnel Today

- One in six workers suffer from anxiety, depression and unmanageable stress each year
- 74% of people with a mental health problem for more than a year are out of work
- 55% of those with depression or anxiety for more than a year are out of work
- 49% of workers would not be comfortable disclosing a mental health issue at work
- Workplace mental ill-health costs employers around £26 billion per year
- In 2015, 18 million days were lost to sickness absence caused by mental health conditions
- Those with a severe and enduring mental illness are exposed to premature mortality rates of up to 15-20 years

Stevenson/Farmer Review

- *“Correct way to view mental health is that we all have it and we fluctuate between thriving, struggling and being ill and possibly off work”*
- We all need to become more aware of our own and others mental health and how to respond when it fluctuates
- Employers *perhaps* able to have greatest impact and scope to make an impact

Stevenson/Farmer review

- 10 year vision for change
- Proposal for mental health core standards all organisations *no matter what size* are capable of implementing
- Plus set of *ambitious* ‘enhanced’ standards

Stevenson/Farmer review

- Increase transparency and accountability through internal/external reporting
- Demonstrate accountability
- Improve disclosure process
- Ensure provision of tailored in-house mental health support and signposting to clinical help



time to change

let's end mental health discrimination



A banner with a dark blue background. On the left, a white icon of a person sitting on the floor is set against an orange circle. To its right is a yellow speech bubble containing the text "You're not alone". In the center, the text "Supporting mental health at work" is written in white. On the right, there is a white box with the text "Remploy Putting ability first" and a yellow speech bubble pointing to it containing the text "Remploy can help, have a chat today".



Time to Change

NCVS employer pledge action plan

- Sign pledge at Newcastle CVS AGM 2017
- Display names of mental health champions
- All staff will be encouraged to talk about mental health openly and break down barriers in the workplace
- training for line managers to ensure they can spot signs of mental health problem and support staff in supervision sessions or when approached for support
- Newcastle CVS will organise 2 tea and conversation sessions to ask staff to share their experiences

Other approaches

- We have trained our line managers in Mental Health Awareness and have implemented Wellness Action Plans which help line managers have open and honest conversations about staff mental health and to provide the support to help them stay in work rather than going off sick.
- All staff have attended the Sally Allan training which is provided by Tyneside and Northumberland Mind.
- We are about to train and implement a network of staff mental health advocates. The purpose of this voluntary role is to provide peer to peer support within the work place for staff members who are struggling to cope, be it with work or their personal lives.
- We have looked at service design and implemented different ways of working to make sure staff have support to make the right decisions for their clients. We make sure that complex cases are dealt with by experienced advisers and caseworkers and don't allow staff to feel out of their depth.
- Our CEO and Leadership Team actively promote an open culture where people can talk about their mental health issues without fear of repercussions.

Over to you...

- What actions is your organisations taking or planning to promote/support employees/volunteers mental health?
- What can we do collectively as a Gateshead/Newcastle voluntary sector?
- What barriers are there to creating good mental health workplaces in the VCS
- What can Newcastle CVS do specifically to support/enable VCS organisations to become good mental health spaces for employees/volunteers/beneficiaries?



Newcastle CVS gives people who struggle to be heard a voice, supports voluntary, community and social enterprise organisations to be resilient and sustainable and promotes a fairer society by influencing and challenging the debate.

Our established reputation, extensive networks and integrity and strength of approach makes us the go to source in supporting voluntary, community and social enterprise action. We improve the quality of life in Newcastle and Gateshead by supporting the voluntary sector.