



# Workplace Wellbeing Index

Our benchmark of  
best policy and practice in  
workplace mental health



# Mental health at work – why it matters

We all have mental health, just as we all have physical health. It is a part of everyday life, in the same way that work is part of everyday life for many of us.

Every employer depends on having healthy and productive employees – valued and supported staff are far more likely to perform better and achieve peak performance. Right now 1 in 5 workers is dealing with a mental health problem such as anxiety, depression or stress.

If you want to attract and retain engaged employees, mental health needs to be core business in your organisation.



## What is Mind's Workplace Wellbeing Index?

The Workplace Wellbeing Index is a benchmark of best policy and practice. It is designed to celebrate the good work employers are doing to promote and support positive mental health, and to provide key recommendations on the specific areas where there is room to improve.

It will help you find out where you are doing well and where you could improve your approach to mental health in the workplace.

Participating in the Index is a learning process and a long term commitment to a better way of working – not only for individuals, but for the success and productivity of your organisation as a whole.

Putting mental health front and centre of your agenda will benefit your bottom line, but most importantly, it's the right thing to do for your employees.



## Our Index will:

- robustly assess where the gaps lie between an organisation's approach to workplace wellbeing and staff perceptions of this
- recognise the employers who are best supporting the mental health of their staff.

We can offer detailed analysis to enable you to increase employee wellbeing and deliver business benefits, dependent on your participation level.



## What we are trying to achieve

- As part of our 2016-2021 strategy, 'Building on change', we want to support a million people to have good mental health at work.
- We want employers to know how to create mentally healthy workplaces for their employees.

## Key reasons to take part

- Gain public recognition of your organisation's commitment to workplace wellbeing.
- Learn where you benchmark in comparison to peers and other organisations participating in the Index.
- Access best practice learning from other employers participating in the Index.

**"We are delighted to be one of the organisations working with Mind on the development of the Workplace Wellbeing Index. It has given us a unique opportunity to review our approach and practices and hear what our employees really feel about how we support their mental health and how we can improve what we do."**

Andy Croxford,  
Director, Environment Agency

# Levels of participation

We have three levels of participation to suit your needs and budget.

Key services	Level 1	Level 2	Level 3
Participation in employer and staff surveys	✓	✓	✓
Top-line assessment report including:	✓	✓	✓
• Your Index ranking	✓	✓	✓
• Recommendations for improvement	✓	✓	✓
Access to best practice learning from Index participants	✓	✓	✓
Access to Mind Workplace Wellbeing events	✓	✓	✓
Dedicated Client Support Officer, who'll provide:		✓	✓
• In-person delivery of assessment report		✓	✓
• Regular check-ins with your organisation:		✓	✓
▪ Throughout Index journey		✓	✓
▪ Toward implementation of key recommendations for improvement		✓	✓
▪ Toward achievement of milestones		✓	✓
• In-depth assessment report, including:		✓	✓
▪ Robust analysis		✓	✓
▪ Results broken down by assessment area (for example, people management, preventative measures and initiatives)		✓	✓
▪ Benchmarking with Index participants and sector peers		✓	✓
Staff interviews undertaken by Mind consultant to gather qualitative feedback, to be integrated into overall Index assessment report. (Note that data from staff interviews will not factor into overall employer score or benchmarking)			✓

Please contact [index@mind.org.uk](mailto:index@mind.org.uk) for pricing information.

# The participation process

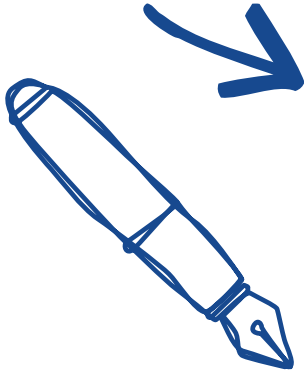
## Step 1: Sign up

- Decide which level of participation to opt for.
- Gain senior buy-in within your organisation to sign up.
- Complete the registration form online: [mind.org.uk/index](http://mind.org.uk/index)



## Step 2: Prepare to take part

- Prepare your internal communications approach in order to ensure maximum staff survey response rate – we will provide you with some hints and tips for this.
- Start collecting evidence for the employer survey – we will provide resources to help prepare you.



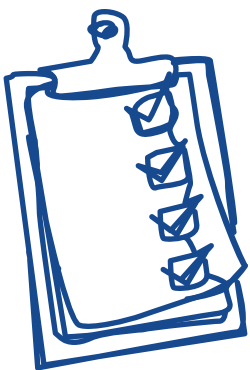
## Step 3: Take part in the assessment

- Surveys launch in September 2016 and close in December 2016.
- Take part in employer and staff surveys.



## Step 4: Receive your results

- Survey results and analysis delivered in early 2017.
- Review recommendations and make plan for implementation.



## Step 5: Celebrate the Index

- Index ranking will be published and the launch event will take place in Spring 2017.

The Index will be open for registration from June to September 2016, visit our website to sign up: [mind.org.uk/index](http://mind.org.uk/index)

# Assessment areas

Based on our research, the following areas will be assessed through the employer and staff surveys:

- Your organisational and HR data
- Your organisation's **general approach** to mental health
- **Senior leader buy-in** and organisational policy on mental health
- Your approach to **job design and recruitment**
- What **preventative measures and initiatives** you have in place
- Your approach to **people management**
- How your **physical workplace environment** effects staff wellbeing
- How you consult **staff with experience of mental health** problems and encourage lived experience leadership
- The **support tools on offer** from your organisation
- How you **build mental health literacy** in your organisation
- What **awareness raising and anti-stigma activities** you carry out
- The **wider policies** you have in place and how they interact with the mental health of staff
- How you encourage staff to take care of their **physical wellbeing**

## Recognition

Based on the results of your assessment, qualifying organisations will receive one of the following rankings:

### Bronze

#### Achieving Change

- This demonstrates that an organisation is committed to achieving change within their workplace.

### Silver

#### Achieving Impact

- This demonstrates that an organisation is achieving impact within their workplace.

### Gold

#### Achieving Excellence

- This demonstrates that an organisation is achieving excellence within their workplace.





## Wider benefits

- All organisations taking part in the Index will be contributing towards cutting edge research on workplace wellbeing. The Index will be externally evaluated and reviewed by the Institute for Employment Studies.



- By taking part in the first year, you can be a trailblazer in your sector.
- You can be part of a movement for change in workplace mental health.

“We are proud to support Mind with the development of the Workplace Wellbeing Index. It is crucial to raise awareness of mental health in the workplace. The Index will help organisations do just that by providing a benchmark of best policy and practice, shifting the thinking of employers and raising the profile of mental health within the workplace.”

Emma Codd,  
Managing Partner Talent, Deloitte LLP

# Interested? Get in touch

Sign up for the  
Workplace Wellbeing Index:

[index@mind.org.uk](mailto:index@mind.org.uk)

[mind.org.uk/index](http://mind.org.uk/index)

Find out more about our other  
workplace offers including  
training and consultancy and  
corporate partnerships:

020 8215 2311

[work@mind.org.uk](mailto:work@mind.org.uk)

[mind.org.uk/workplace](http://mind.org.uk/workplace)



These are some of the external organisations who have been supporting the development of the Index:



 @MindCharity

 mindforbettermentalhealth

 Follow us on LinkedIn

Infoline 0300 123 3393

Mind's registered charity number is 219830.

