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Top tips for employers to support good mental health in the workplace

1 Create a supportive environment with open communications that encourage employees to talk openly without fear of stigma or reprisal.

2 Provide 'safe spaces' which are specific areas employees feel they can take time out to relax and take breaks when feeling overwhelmed.

3 Implement programmes that promote physical and mental well-being, such as yoga, meditation, and fitness classes.

4 Implement mental health policies and mental health first aiders. Policies may include allowing employees flexible working patterns, paid time off for mental health days to allow employees to recharge.

5 Create a workspace that supports mental health, with natural light, plants, and comfortable seating.

6 Encourage and advocate for positive work-life balance, the need to take regular breaks fostering a supportive culture that values work-life balance and positive well-being.

7 Raise awareness through workshops and seminars on mental health topics along with joining campaigns to promote mental health awareness.

8 Provide access to mental health services such as health insurance plans which cover mental health services combined with offering on-site mental health professionals or access to virtual counselling.

9 Promote regular check-ins through one-to-one meetings with employees to discuss their well-being and any concerns. Encourage employee feedback using surveys to gauge employee mental health and gather feedback on workplace practices.

10 Train and advocate supportive leadership. Leaders should model healthy behaviours by showing empathy and understanding towards employees facing mental health challenges.

Sills & Betteridge Employment Law Team provide specialist representation and advice on complex contentious tribunal cases and non-contentious HR and employment matters, policies and procedures from their large network of offices in Lincolnshire, Yorkshire and the East Midlands.

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