



MORTGAGE INDUSTRY
Mental Health Charter

Keeping the **mental health**
conversation going.

About the MIMHC

What is the MIMHC? - MIMHC is a not-for-profit organisation that is made up of 7 co-founding firms plus a growing number of signatories. All these firms agree to be bound by the MIMHC 6 governing rules which apply Best Practice Health and Wellbeing guidelines and are known as “The MIMHC Charter”.

Inspiration for the Charter - is owned by the Charter Committee and was launched to take forward the recommendations in the Stevenson and Farmer review “Thriving at Work”.

Who is this aimed at? - The Mortgage Industry Mental Health Charter aims to provide support to all UK firms operating within the mortgage sector.

The Co-founder Steering Group - The Charter Committee Steering Group has representation from a cross section of UK firms who operate in the U.K. The steering group will continuously develop reference material and evolve practical support so Mental Health and Well-being best practices are easily accessible.



CHARTWELL MORTGAGE SERVICES LTD

The Charter

1

Develop mental health awareness among employees using activities and advocacy.

2

Encourage open conversations about mental health and the support available to employees who may be struggling.

3

Provide employees with good working conditions that encourage a healthy work life balance and opportunities for development.

4

Promote effective people management through line managers and ensure there is a focus on physical and mental wellbeing as well as performance.

5

Routinely monitor employee mental health and wellbeing through surveys and regular contact with managers.

6

Have a named contact for Mental Health Support.

Resources we have made available

Employer Resources

Workplace Wellbeing Index | Mind, the mental health charity – help for mental health problems

ACAS - <https://www.acas.org.uk/supporting-mental-health-workplace>

Thriving at Work: a review of mental health and employers – GOV.UK (www.gov.uk)

Home | Mindful Employer (dpt.nhs.uk)

Mental health training online and face to face - MHFA England

Stress at work – Mental health conditions, work and the workplace – HSE

Take action in your workplace | Time To Change (time-to-change.org.uk)

Workplace Wellbeing | Heads Together | Join the conversation

Helplines

Hub of Hope – Mental Health Support Network provided by Chasing the Stigma

Helplines | Mind, the mental health charity – help for mental health problems

Get support | Heads Together

Samaritans | Every life lost to suicide is a tragedy | Here to listen

Activities of the Charter



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Keeping the
mental health
conversation
going.

**Understanding
mental health in
the mortgage sector**

Be part of the study.

Take the survey.



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**Pride as a form
of protest**

MIMHC supports
Pride Month



MIMHC MORTGAGE INDUSTRY
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promoting
mental health
awareness

**time to
talk day**
03/02/22



Rethink
Mental
Illness.



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Join the MIMHC
Fantasy League

Promoting positive
mental wellbeing

Sponsored by
The Intermediary.



Fantasy



The Future

1

New Steering Group of Signatories

We now seek 6 individual signatory volunteers to join Claire Smith from Mortgage Advice Bureau and Matt Martin from Virgin Money for a brand new steering group.

The purpose of this group is to generate ideas which then shape meaningful action so the support framework offered by MIMHC continues to evolve and become recognised as the 'go to' place for our sector.

4

To become the industry's 'go-to' space for mental health and wellbeing issues

Having a centred space for all resources within our sector will help to drive participation, communication and activity to the benefit of workers lives.

By keeping the mental health conversation going we aim to become the guiding initiative to fulfil this gap in employee care.



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www.mimhc.co.uk