

## Mental Health Factsheet

### Brief overview

Mental health is a crucial aspect of overall well-being, encompassing emotional, psychological, and social well-being. Creating a mentally healthy workplace involves fostering an environment that supports employees' mental health and well-being.

### Workplace considerations

- 1. Destigmatizing Conversations** - Encourage open conversations about mental health to reduce stigma, creating an environment where employees feel comfortable seeking support.
- 2. Mental Health Policies** - Develop and communicate mental health policies that prioritise employee well-being, including resources for seeking help and support.
- 3. Flexible Work Arrangements** - Offer flexible work arrangements to accommodate employees managing mental health challenges, such as adjusted schedules or remote work options.
- 4. Leadership Support** - Demonstrate leadership support for mental health by fostering a culture that values work-life balance and prioritises employee well-being.
- 5. Recognising Signs of Struggle** - Train managers and colleagues to recognise signs of mental health struggles and provide appropriate support or resources.

### Notable dates

Mental Health Awareness Week is 13<sup>th</sup> -19<sup>th</sup> May.  
World Suicide prevention day is 10<sup>th</sup> September.  
World Mental Health Day is 10<sup>th</sup> October.