

Employer action checklist

We've put together a list of practical steps that employers can take towards making the workplace more inclusive of mental health needs.

For a list of mental health services, view our [directory of tools and resources](#).

[View directory](#)

Culture

- ☐ Encourage leadership to be open about their own experiences
- ☐ Host regular wellbeing check-ins with your team to promote open communication
- ☐ Regularly share information about mental health in your employee communications
- ☐ Celebrate mental health awareness days, such as Mental Health Awareness Month

Training

- ☐ Mental health training for all staff
- ☐ Unconscious bias training for all staff
- ☐ Inclusive leadership training for managers and leadership

Policies and procedures

- ☐ Offer flexible working policies to support work-life balance and help reduce stress
- ☐ Include mental health in your diversity, inclusion and equity (DEI) strategy
- ☐ When reviewing workplace policies that affect certain employee groups, ensure to include those employees
- ☐ Implement anti-discrimination policies that specifically reference the 9 protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation
- ☐ Include mental health services in your employee benefits package

- ☐ Conduct anonymous wellbeing surveys to track organisational culture. Data should be segmented by different groups to acknowledge intersectionality

The workplace

- ☐ Establish staff networks or employee resource groups (ERGs) to create safe spaces for underrepresented groups to receive support
- ☐ Deploy mental health first-aiders to act as advocates for mental health awareness
- ☐ Call out exclusionary language that leads to mental health stigma (e.g. “man up”)
- ☐ Review the physical and digital workplace to ensure accessibility guidelines are met
- ☐ Ensure the physical workplace supports wellbeing (e.g. through quiet rooms)

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Not sure where to start?

Whether you're looking for employee training, policy reviews or DEI strategy support, we can help. Book a complimentary one-to-one session with one of our DEI experts.

Contact us

FAIRER Consulting

To find out how we can support your diversity and inclusion aspirations please contact us:

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