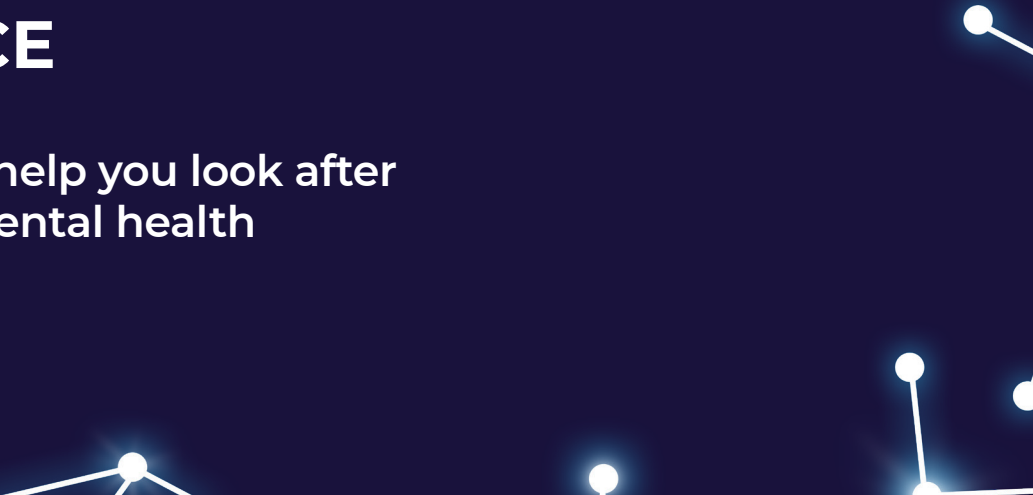




LATUS

HOW TO IMPLEMENT THE THRIVING AT WORK STRATEGY INTO YOUR WORKPLACE

A free resource to help you look after
your employees mental health



Employers are beginning to take a closer look at the important role they play in promoting employee well-being, with one in six workers in the UK having a mental health problem each year and mental health being the leading cause of sick leave.

It is important to understand that everyone experiences mental health issues differently. People with the same condition may experience unique symptoms and cope in various ways. Because of this, working with people individually is crucial.

A look at mental health in the UK, by the numbers:

- **1 in 3** employees suffer from some degree of mental health issue.
- Mental health impacts the productivity of **1 in 5** employees.
- **57%** of all working days lost are due to poor mental health.
- **£1653** is the cost of poor mental health per employee per year.
- Data suggests that many employees are still struggling. Whilst this might not be solely due to factors at work, the effects are certainly felt in the workplace.



As a leading provider of workplace wellbeing solutions, Latus offers guidance, training, wellbeing support, employee health monitoring plus many more services to make employee health a priority. We strive to improve accountability and opportunities to learn for employers of all sizes and sectors.

This guide provides employers with guidance on understanding and implementing the Thriving at Work standards. It helps employers implement the changes they need to meet the standards within a reasonable time frame and without incurring excessive costs.

Thriving at Work, an independent review of mental health commissioned by the government aims to address this issue. Using best practices and evidence-based guidelines, it establishes six mental health core standards for employers:

CORE STANDARD ONE

Develop, implement and communicate a workplace mental health plan that encourages and promotes good mental health and an open company culture for all employees.

What to include:

- How you will promote the wellbeing of all staff.
- How you will tackle the work-related causes of mental health problems including routinely taking stock of the wellbeing of your staff.
- How you will support staff experiencing mental health issues.
- Signposting to relevant sources of information and support both inside and outside your organisation.
- Offering clear objectives which are shaped around your organisational vision.
- Acknowledging that mental health may be classified as a disability (as stated by the 2010 equality act).



CORE STANDARD TWO

Increase employee mental health awareness by providing access to information, tools and support. By raising awareness of mental health, and encouraging discussion, you can challenge this harmful culture of employees feeling unable to talk to their manager and issues.

FIVE WAYS TO CHALLENGE STIGMA IN YOUR ORGANIZATION:

1. Help people understand mental health
2. Talk about mental health
3. Share your experience
4. Support co-workers and colleagues
5. Recruit Mental Health Champions

CORE STANDARD THREE

Engage employees in open conversations about mental health and the support available when they are struggling, during the recruitment process and at regular intervals throughout employment, with appropriate workplace adjustments offered to employees who require them.

OFFERING THE RIGHT SUPPORT AT DIFFERENT STAGES:

- STAGE 1.** Recruitment
- STAGE 2.** Induction
- STAGE 3.** Responding to Disclosure
- STAGE 4.** Supporting an employee when they are unwell and off sick
- STAGE 5.** Supporting people to return to work

Workplace adjustments for mental health are often very small, simple, practical, and inexpensive changes. It can include anything from providing a quiet work space to starting a buddy system. Change is often not physical, but about expectations and communication.

CORE STANDARD FOUR

Create good working conditions for your employees, with a good work-life balance and development opportunities. Therefore, it is important to take into account the following:



FIVE ASPECTS OF A POSITIVE WORKSPACE

1. Be open
2. Use two-way communication
3. Promote work/life balance
4. Offer flexible working
5. Provide opportunities to develop

KEY FACTORS OF A GOOD WORK ENVIRONMENT

1. The job
2. The organisation
3. Relationships in the workplace
4. Career and personal development
5. Personal issues affecting staff

CORE STANDARD FIVE

Encourage effective people management to ensure all employees have a regular conversation about their health and wellbeing with their organisational leader and train and support line managers in effective management procedures.

Creating a management style that is approachable and self-aware goes a long way. Managers can do this by asking simple, open and non-judgemental questions about a person's mental health.

The way how companies manage and support employees experiencing a mental health issue is essential in shaping how they can recover.

Therefore, it is important to:

1. Provide training on mental health and stress management
2. Clear guidelines for managers on managing mental health issues
3. Encourage and support positive manager behaviours.





NEED ADVICE?

The Latus team provides expert guidance and support for employers who want to support their staff's wellbeing.

WE PROVIDE:

- **One to one counseling sessions with professional counsellors**
(ideal for someone to speak to as it is confidential and could make them feel more comfortable than talking to someone in work)
[Click here >](#)
- **Yodha App: The world's first Connected Health Platform**
[Find out more >](#)
- **State of the Art Gym and Wellbeing Centre**
Health Surveillance
Health Screening

Get in touch to discuss your requirements: 01482 633 048



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