

Mainstay's Head of HR talks about mental health in the workplace

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The following is from Sam Redman, Head of Human Resources for [Mainstay](#), talking about the importance of workplace mental health and wellbeing.

In recent years, the importance of looking after mental health in the workplace has gained increasing recognition. Workplace stress, anxiety, and depression are becoming more prevalent, and employers have a duty to take steps to address these issues and support their employees' mental health.

Anxiety is one of the most common mental health issues in the workplace. It can be caused by a range of factors, including heavy workloads, long hours, unrealistic deadlines, and poor management.

All employers can take simple steps to help prevent and manage anxiety in the workplace. One of the most important is to create a supportive and inclusive workplace culture. This means promoting open communication, offering flexible working arrangements, and providing resources and support for mental health issues.

I'm proud to work for a company, which actively promotes a culture of wellbeing. We have a group of colleagues, who have all been trained on Mental Health First Aid. They are basically someone who anyone can call if they're feeling low or under any emotional distress. They're not therapists or counsellors, but they will listen to you without judging, provide you with reassurance and help you with the right pathway to get the appropriate professional help if needed.

A very close friend of mine has struggled with her mental health since we were much younger, and I have always been there to help and support her through the good and bad times. I felt that I was already quite knowledgeable but really wanted to learn more as well as be able to help others around me, so I enrolled



as one of Mainstay's Mental Health First Aiders.

Looking after mental health and anxiety in the workplace is crucial for the wellbeing of employees and the success of the business. By promoting a supportive and inclusive workplace culture, offering mental health support and resources, and reducing stigma, employers can help to prevent and manage anxiety in the workplace, improving employee well-being and productivity.

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