

FREE Mental Health Resources Guide for Businesses

2 years ago



[Veriforce](#) CHAS is encouraging employers to make a habit of addressing mental health in 2024 as new figures indicate that stress, depression or anxiety now account for almost half (49%) of all cases of work-related ill health.

According to the [latest data from the HSE](#), during the 2022/23 period, approximately 875,000 workers experienced work-related stress, depression, or anxiety, resulting in 2,590 cases per 100,000 workers and an estimated loss of 17.1 million working days.

Underscoring the need for businesses to proactively address mental health concerns in 2024, Veriforce CHAS Managing Director Ian McKinnon comments: “The latest HSE statistics on workplace ill health shows mental health issues continue to loom large, which is why we are encouraging businesses to make a habit of addressing mental health in the coming year.

“We urge businesses who haven’t already done so to sign the [Causeway Technologies mental health pledge](#) and commit to promoting good mental health as a routine part of their business operations Taking action around mental health now will help businesses prepare for a future where mental health assessments become a standard component of the prequalification process.”

The good news is that there are a range of free workplace mental health resources that can support businesses in this aim, some of which are listed below:

1. HSE Working Minds Interactive Tool

To help employers mitigate stress and promote mental well-being, the HSE has introduced an interactive

tool that embodies the principles of its Working Minds campaign. This campaign emphasises risk assessment through five key steps: reaching out, recognising, responding, reflecting, and making it routine.

The newly developed online learning program consists of six concise modules, providing a step-by-step guide accompanied by valuable tools and practical resources.

Find out more here: <https://workingminds.focusgames.com/>

Additionally, HSE offers Talking Toolkits tailored to specific industry sectors, such as construction, which can help structure conversations with workers to help prevent stress at work.

Find out more about the HSE toolkits here: <https://www.hse.gov.uk/stress/talking-toolkit.htm>

2. CIPD Mental Health Guide for Managers

This guide developed by Chartered Institute of Personal Development offers managers valuable information, practical guidance, and conversation checklists to enhance their ability to support support those experiencing stress and mental health issues.

The guide addresses all aspects of employment, from recruitment, managing mental health at work, to supporting return to work after a period of absence. It is designed to help managers facilitate conversations and put in place support so employees can stay well and in work. The guide also sets out practical steps that employers can take to create a mentally healthy workplace.

Find out more here: www.cipd.org/uk/knowledge/guides/mental-health-support-guide/

3. Workplace Guides from Mind

The mental health charity Mind offers a range of free resources to help managers support staff's mental wellbeing. These include:

- [Managers' Guide to Mental Health](#)
- [Thriving at Work Standards](#)
- [Intro to Mentally Healthy Workplaces](#)
- [Taking Stock of Mental Health in Your Workplace](#)
- [Supporting Staff with Mental Health Problem](#)
- [Tackling the Causes of Mental Health Problems](#)

Find out more here: www.mind.org.uk/workplace/mental-health-at-work/taking-care-of-your-staff/useful-resources/

4. The Lighthouse Club

The Lighthouse Construction Industry Charity is the only charity that provides emotional, physical and financial wellbeing support to the construction community and their families, offering a range of free pro-active resources to support the industry including a 24/7 helpline, text support services, self-support app and local support groups.

In 2024 the Lighthouse Charity is also travelling to construction sites around the country to meet the boots on the ground to get them talking and offer wellbeing support via their #MakeitVisible campaign.

Find out more here: www.lighthouseclub.org/