



Headlines Network
promoting mental health in the media

Working with mind

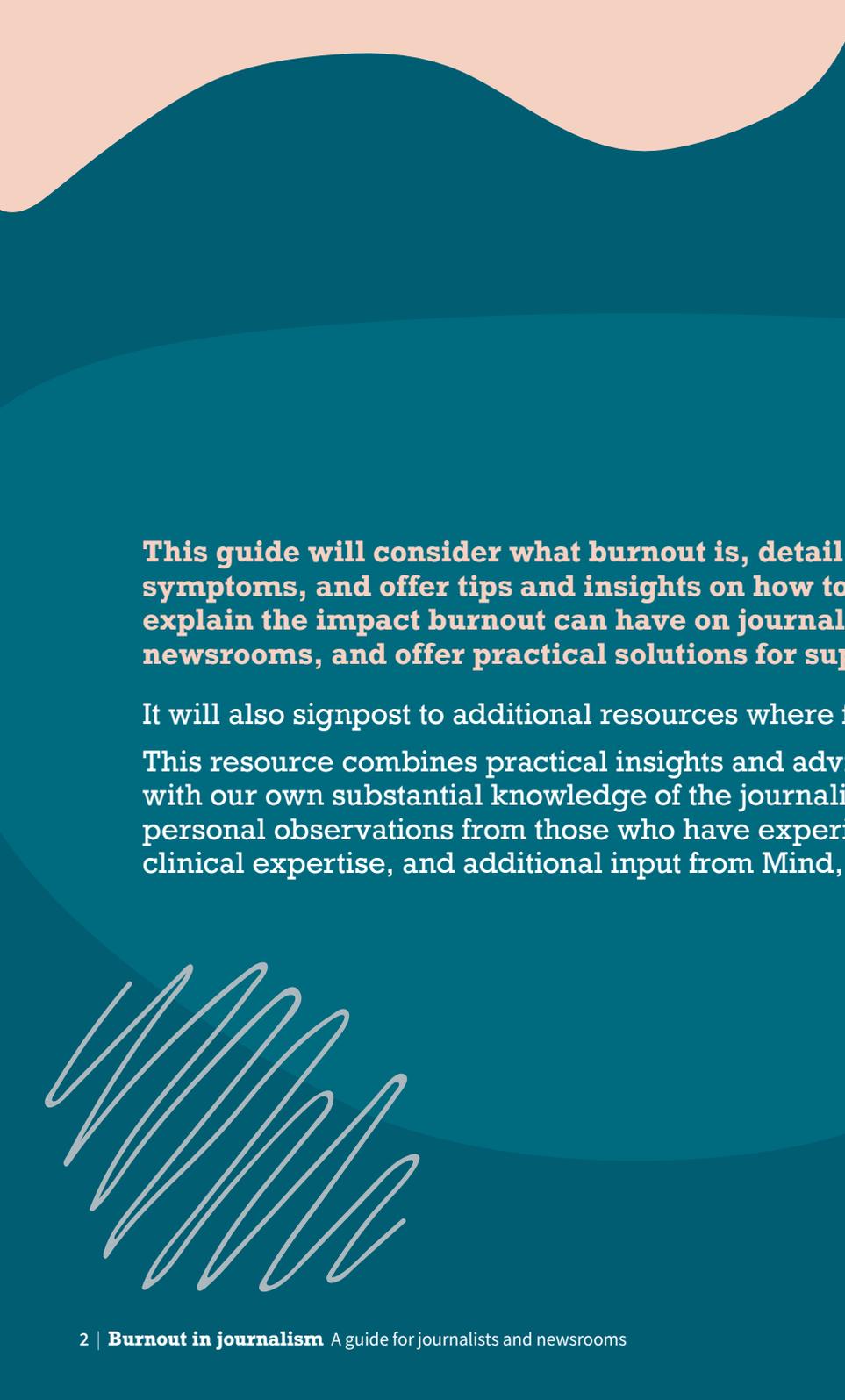
Burnout in journalism

A guide for journalists and newsrooms to recognise burnout, mitigate against it and support those affected.



WITH SUPPORT FROM





This guide will consider what burnout is, detail some of its warning signs and symptoms, and offer tips and insights on how to mitigate against it. It will explain the impact burnout can have on journalists, as individuals and within newsrooms, and offer practical solutions for support.

It will also signpost to additional resources where further support may be needed.

This resource combines practical insights and advice from media practitioners with our own substantial knowledge of the journalism industry. It incorporates personal observations from those who have experienced burnout, along with clinical expertise, and additional input from Mind, the mental health charity.



Introduction

What is burnout?

Burnout is a term used to describe a collection of experiences caused by long-term, unmanageable stress at work, says Andrew Berrie, Head of Workplace Wellbeing at the mental health charity [Mind](#). Left untreated, it can affect our health and impact our work performance. People have different experiences of burnout; we may feel exhausted, overwhelmed or unmotivated. We may start to feel distant from, or negative about, our work, and we may worry that we're not achieving enough.

In 2019, the World Health Organization (WHO) recognised burnout as a 'workplace phenomenon'.

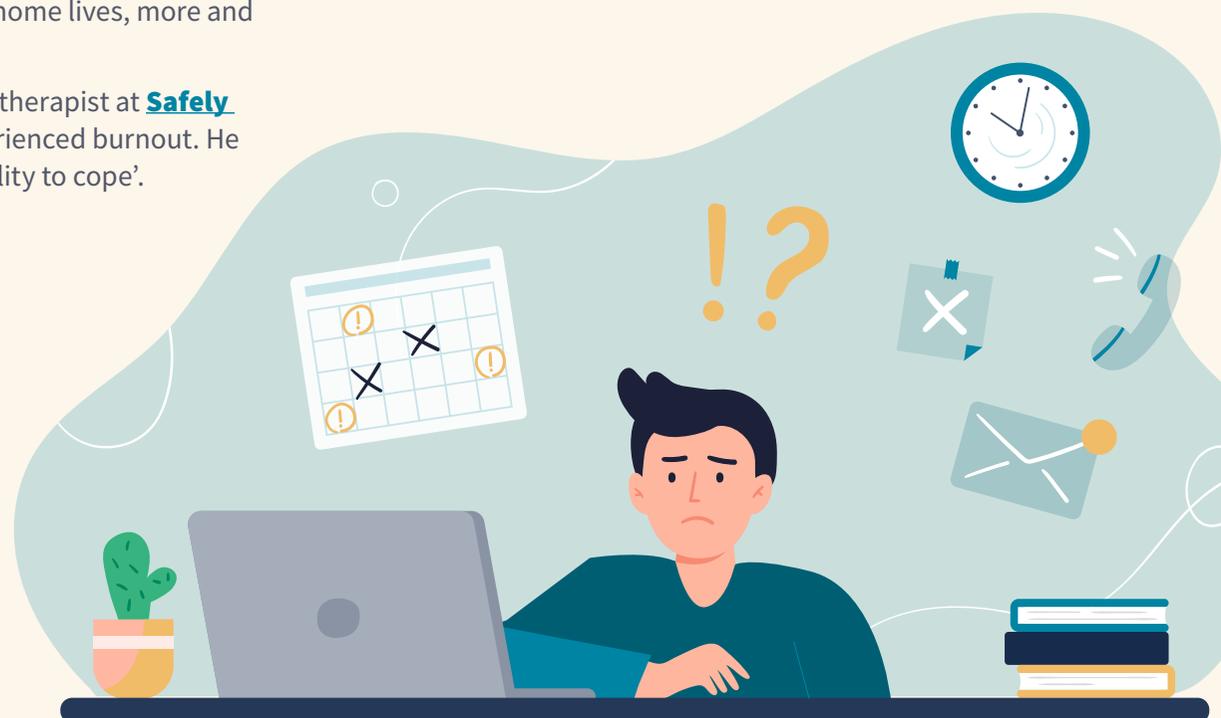
With the global pandemic blurring boundaries between our work and home lives, more and more of us are feeling the effects of burnout.

James Scurry is a senior television producer at Sky News and a psychotherapist at [Safely Held Spaces](#) – and a journalist who works with people who have experienced burnout. He describes the condition as 'pushing our nervous system beyond its ability to cope'.

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We don't recognise when our 'internal messenger' is giving us a memo that we need to stop and take a break. At that critical moment, we don't listen to ourselves – and that is when burnout ensues.

– James Scurry



How does burnout relate to journalists and journalism – and how do we spot it?

We asked newsroom leaders and journalists who have experienced the condition or seen it in others how it affected them and those around them. They explained its effects on individuals' ability to cope with their work and the impact on their own journalism and on people close to them.

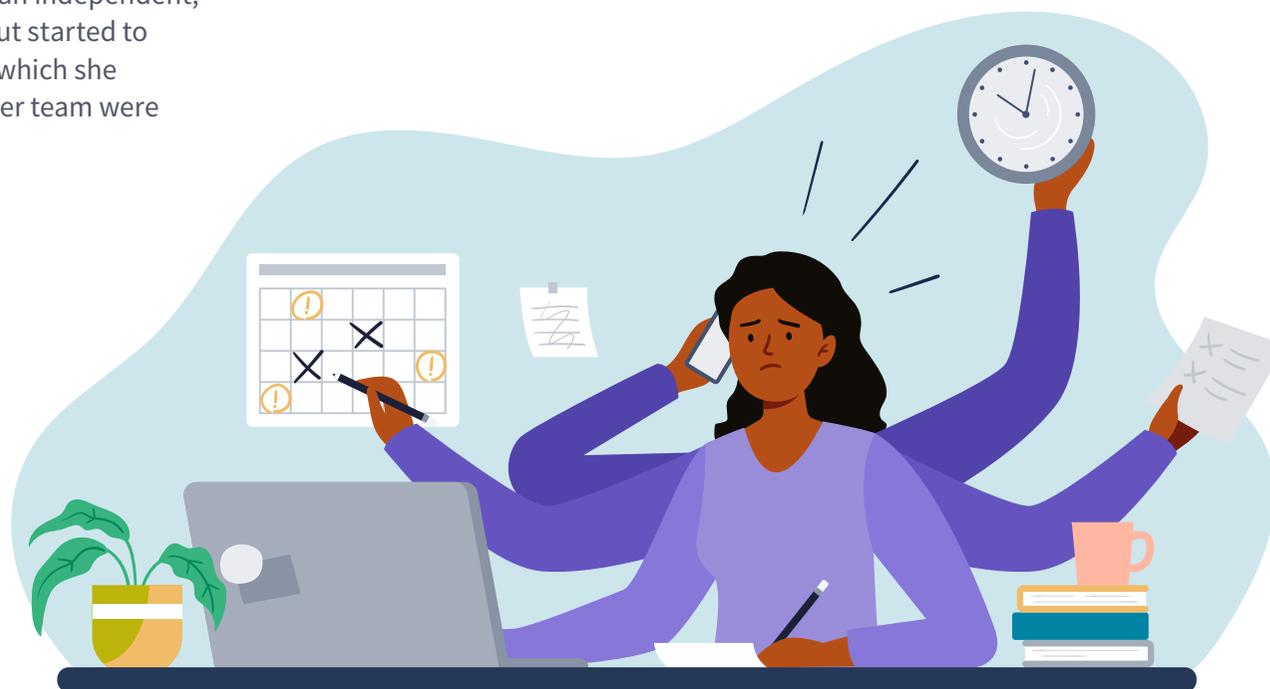
Phil Chetwynd, Global News Director of [Agence France-Presse](#), describes it as, 'a feeling of overwork, and exhaustion, in the sense of being completely overwhelmed, not just by the work environment [in a newsroom], but by everything around you. This leads to a sense of panic and crisis, of not being able to achieve some of the simplest tasks that surround you.'

Kari Cobham is director of fellowships at [The 19th](#), an independent, non-profit US-based newsroom. The signs of burnout started to show during the pandemic, after several months in which she was short-staffed, overworked, and while she and her team were working remotely. She recalls:

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Even though I loved the work that I did, working with journalists and mental health, I did not enjoy showing up to work; I was really anxious. The things that usually brought me joy did not bring me joy. I just wasn't happy. And I think the best way to describe it, I told somebody at the time, was that I was feeling a little 'crispy around the edges'. And then the 'crisp' began to spread until I was barely able to function at work.

– Kari Cobham



James Scurry says burnout manifests in different ways and he has seen it in his clients. At the beginning of 2022, he experienced it himself.

“ I couldn't slow down, my body said no. For me, that was a deeply uncomfortable experience. I wouldn't wish it on anybody. It happened after the cumulative effect of many traumatic news stories, starting with the Arab Spring and moving through that decade which followed.

I realised that by taking three months off, to jump in the car and go surfing, was actually a gift that I offered myself. And when I got back to the newsroom, after those three months, I was writing stories like I'd never written before. I was producing content. I was present. I was making good judgements. I was kind.

- James Scurry



For Dhruvi Shah, a freelance journalist, 'burnout involved exhaustion [and] trying to work harder rather than taking a break. I was trying to find out why I was waking up at three o'clock in the morning'.

“ Then I would go into a rabbit hole, especially when it came to social media. My burnout involved thinking that nobody wanted me around – feeling very lonely about the world and feeling quite hopeless too. For me, burnout was about trying to fill something that just couldn't be filled.

- Dhruvi Shah

Journalism suffers when journalists suffer

As noted earlier, burnout is now regarded as an occupational phenomenon. For a long time, the lack of recognition of this meant that many suffered in silence. In an industry like journalism, where people are often fearful of the repercussions of speaking out, this move by the WHO should help to reduce some of the stigma.

It should also serve as a reminder that burnout is largely about an individual's relationship with their work and therefore any intervention needs to acknowledge this.

However, we also need to acknowledge that a person cannot entirely separate their home and personal lives. Someone who is worried about paying their bills, for example, is not going to be able to simply turn off these concerns when they enter the office. These worries might still impact their professional relationships and activities, especially if such financial concerns mean they don't feel able to socialise with co-workers at the end of the work day or can't afford to make payments out of pocket and expense them later in the month.

There are a wide range of factors that impact someone's mental health, wellbeing and levels of stress. Newsrooms need to be conscious that these will impact different people on the newsroom floor in a variety of ways. This might put some at greater risk of burnout when work further contributes to high levels of stress. Freelance journalists are of course impacted by burnout too but they do not have access to the same networks or support schemes that some newsrooms may have.

“Burnout for me personally, and noting that it's different depending on who you are, is a little bit like a piece of rope. And the rope is frayed. And there are people pulling on it from different directions, and the rope is becoming increasingly frayed. And so you're kind of holding yourself together by thinner pieces of rope. And rope itself is really strong and resilient and supportive in many ways, but when it's pulled in the wrong direction, and pulled by too many forces, I think that for me is what burnout is.

- Hannah Storm



Why should the journalism industry care about burnout?

Burnout is a chronic condition, that impacts individuals differently. However, when one person experiences burnout, it can quickly affect colleagues around them.

News leaders need to recognise this, so they can prevent burnout from becoming an even wider issue.

“ It doesn't just affect the individual concerned; it has a ripple effect. And if your team is going through burnout, as a manager you need to be aware of that so you can provide any support which is necessary.

- Dhruvi Shah

If newsrooms aren't supporting people and if individual journalists aren't able to take the time they need to get better, it can affect a whole newsroom's output. This means that if we do not recognise and respond to burnout, journalists and journalism suffer – and when that happens, our audiences may be impacted too.



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If journalists are not taking care of ourselves, or if we're not given the space to take care of ourselves, then we're not going to be able to do the job that we need to do at the level we need to do it.

- Kari Cobham



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We have communities who depend on us for information. If the journalists who have gathered that information are not operating at a level where we can do that, then it's not just us who are personally suffering, but the newsroom culture as a whole, and then by extension, the communities we cover.

– Kari Cobham



The fact is that ours is an industry where there are significant pressures and where journalists experience burnout. This has a cost to our people, our performance and our purses.

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The cost of presenteeism and absenteeism and staff turnover are well documented, and newsrooms will see these costs arrive specifically in relation to burnout.

That means less focused journalists, maybe journalists missing deadlines, staff calling in sick or possibly falling out of employment altogether, because they don't feel able to cope. And this might not go unnoticed by your external audiences. Again, they might see a reduction in the quality of your output.

– Andrew Berrie



What can news leaders do about burnout?

So how do news leaders mitigate against the risk of burnout and support those who need help? As with other workplace safety issues, it may be helpful to think about a before, during and after approach.

BEFORE



When it comes to burnout, a lot of it is about risk mitigation.

– Dhruvi Shah

It's about saying, 'let's put this in place so that we don't end up in a situation where burnout happens. Let's make sure that journalists have time to step back, to talk to each other and feel comfortable in terms of the dynamics of the team.'

As employers, you now have a legal duty to protect your team members from stress at work by undertaking a **stress risk assessment** and acting on it. Organisations with fewer than five employees don't need to document anything, although it is useful to do so, but all other businesses are required by law to produce a written stress risk assessment.

The Health and Safety Executive (HSE) in the UK has created a simple **risk assessment template** you can complete and it has produced some helpful example risk assessments to support you in understanding the level of detail required. You can find these on **HSE's Working Mind campaign website**.



Often these assessments are documented through the lens of HSE's six management standards: Role; Demands; Relationships; Support; Control; and Change. However, it's vital that newsrooms look to proactively identify the hazards that might (significantly) contribute to the stress of their people and to implement mitigating and preventative measures to limit these risks.

Education is also key. Cobham says journalism schools and newsrooms now 'have a responsibility to educate journalists' about vicarious trauma, the importance of self-care and the impact of trauma-informed reporting.

“ These are all terms that we've been hearing more and more of lately, but when you go through J-school, it's not something that they necessarily teach you. And so you get into these newsrooms, without any real understanding of what the impact of the traumatic work is going to be on you. Part of the onus must also be on the news organisation to provide resources and training around that.

- Kari Cobham

“ I was talking to a journalist who covers conflict, who had suffered from burnout for a really long time. And one of the points he made was that we don't send journalists out to cover the game of baseball if they have no concept of how baseball is played, and what the game is about. And yet we send journalists out into the field to cover the most traumatic things, but we don't give them any kind of preparation or training. And so I think the onus is on the organisation to make sure that folks are equipped enough so that they understand what they're getting themselves into.

- Kari Cobham



DURING

Chetwynd says newsrooms need to be run in ‘more intelligent ways that can allow people to disconnect much better’. For him, that goes beyond putting on out-of-office emails, or notifying other people when you’ve gone for a lunch break. ‘From a company perspective, it’s thinking about your resources and changing work structures’. This is helping to create a culture ‘where we can talk about these things, and where people feel they can ask for help and access the resources that are available.’

Modelling good leadership here is essential. ‘It’s incredibly important that there is a work-life balance. That has to come from management and the culture you establish – it has to be clear that you want to actively encourage people to do other [non-workplace] activities, and workplaces should help their staff find time and space for people to achieve this.’



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It’s important to be able to talk to people about passing on work to others who are willing to take it on – without increasing their workload too much. But it’s not just about coping strategies, because it’s about being able to blossom; it’s about being able to thrive, not just survive.

– Dhruvi Shah

As well as modelling that behaviour, leaders can play an instrumental role in normalising conversations around wellbeing and making spaces where people feel safe to speak up if they are struggling.

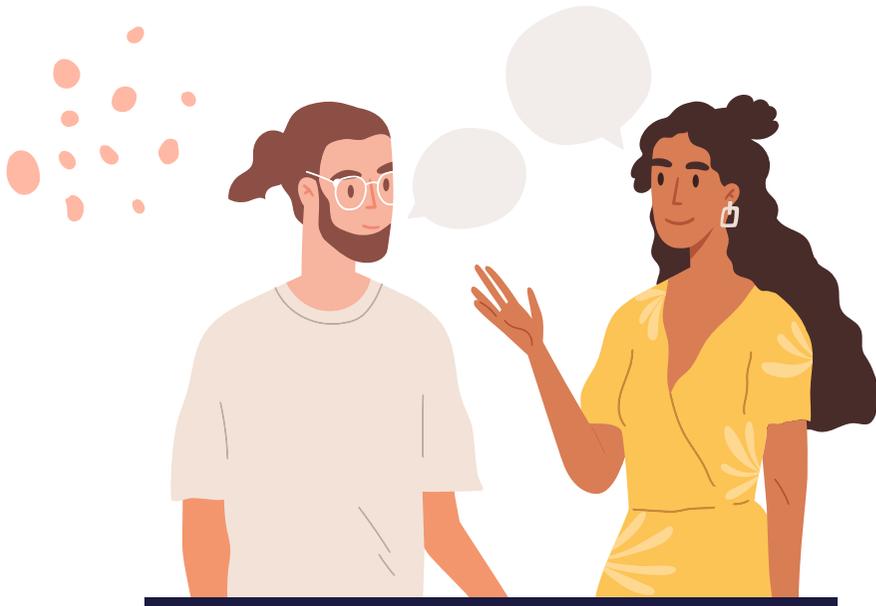
Shah says it’s important to create a culture for ‘people to speak and be able to say, “Look, I’m really worried that I’m heading from a positive stress situation, which can be full of adrenaline and where I am able to work towards something, to another state where it’s quite negative. And actually, I’m not enjoying what I’m doing any more. I’m finding the workload too heavy”’.

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When I realise that I'm heading into a negative stress situation where things aren't fun any more, I will now say I need help. That has helped me to deal with burnout, to say: 'Actually, could somebody else take on this producer role, because I'm dealing with six stories at the moment, and I can't take on a seventh'.

- Dhruiti Shah

Shah adds that if you have structures and processes in place within a newsroom, then journalists know 'they have the ability to take a break in order to be able to recalibrate whatever is going on in their brains, whatever the stresses are, so they can then step away in order to be able to step forward'.



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When there's a breaking news environment, having space to debrief is important, so that people can say, 'Okay, this happened. Now I've got time to decompress. Now I've got time to go away and look at nature'.

- Dhruiti Shah

It is critical, she adds, to foster a culture where people are able to talk about any stresses they might have and 'not think it's something for them to suffer with in isolation'.

This means asking whether, when a newsroom has collectively reported on multiple terror attacks, natural disasters or climate change stories, the newsroom leaders have 'incorporated time for people to rest?'

Headlines Network has published a series of [free resources](#) which are useful for all levels of journalism experience. You can find more details in our resources section.

AFTER

Burnout is a reality in newsrooms. Ensuring that journalists are looked after and referred on to professional support requires calm and empathetic leadership.

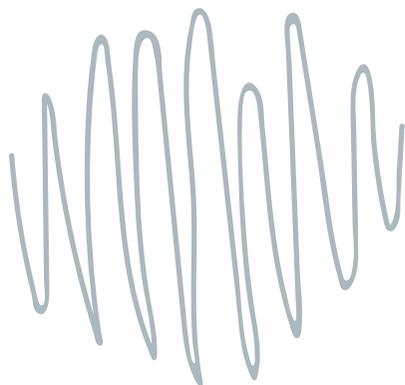
Berrie says that if you think someone might be struggling or experiencing unmanageable stress, then you can carefully look to open up a conversation.

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Try to find a quiet, confidential space and ask them simply: ‘How are you doing?’

“Do bear in mind the average person in the UK says they’re fine 14 times a day. So you might need to ask them more than once. But let them know what you’ve observed. That you’re worried about them or you’re concerned and that you’re available if they need someone to talk to.

– Andrew Berrie

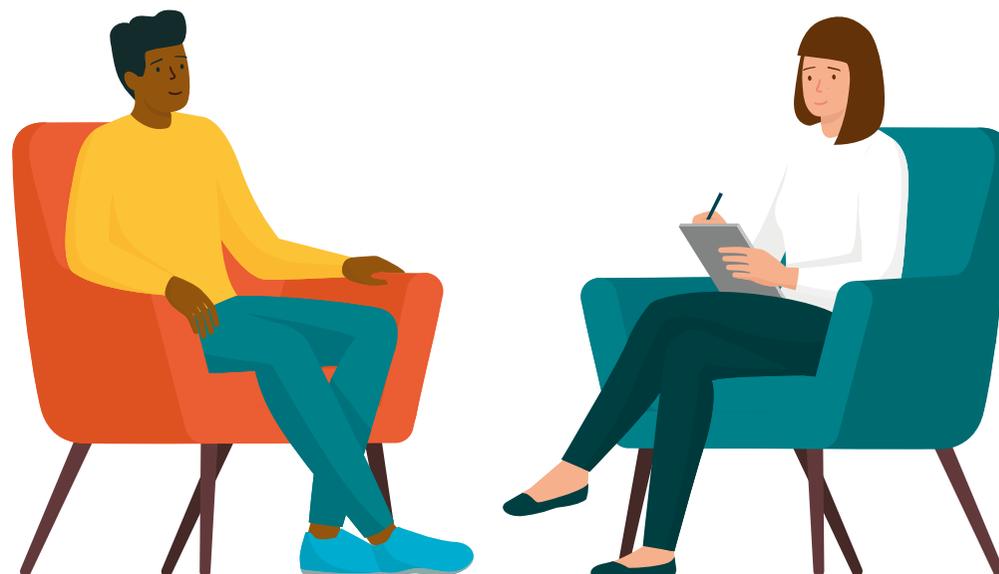


Berrie adds that if the person needs help finding professional support, you can initially point them towards an Employee Assistance Programme if the newsroom you work for has this in place. ‘In the UK you can go to Mind’s website, Samaritans or SHOUT if the person is looking for a listening ear.’

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Alternatively, you can suggest that they get in touch with NHS 111 or signpost them to their GP.

– Andrew Berrie



Signposting

It is important to recognise that different things work for different people so information about signposting needs to be accessible. Some individuals will not feel comfortable having a conversation about mental health. Therefore, this information should be put in an easy-to-locate place on the company intranet or distributed via internal communication, as well as promoted in physical spaces where people can engage with the information away from colleagues, such as on the back of toilet doors.

For more on signposting, see the section at the end of this document, which lists details of support organisations.

At Sky News, staff can access mental health support through a confidential system where they can phone to speak with an expert. Jonathan Levy, Sky News Managing Director and Executive Editor, says: 'I'm really proud of what we did. I think that was a really best-in-class way of giving a whole newsroom the confidence that they could access support for any issues that they were encountering and dealing with.'

Taboos around 'admitting' to burnout still persist. Levy acknowledges that a 'more proactive approach to mental health' is needed for those who feel seeking out help – even if it is confidential – could rule them out for future job postings.



What can news leaders do about it?

Journalism leaders often have to juggle competing demands, dealing with the strategic needs of sustaining a news organisation, the daily pressures of news, and ensuring their staff are supported. With external and internal pressures, coupled with the stressors of work and home life blurring, it's little wonder that managers are often among the first to succumb to burnout.

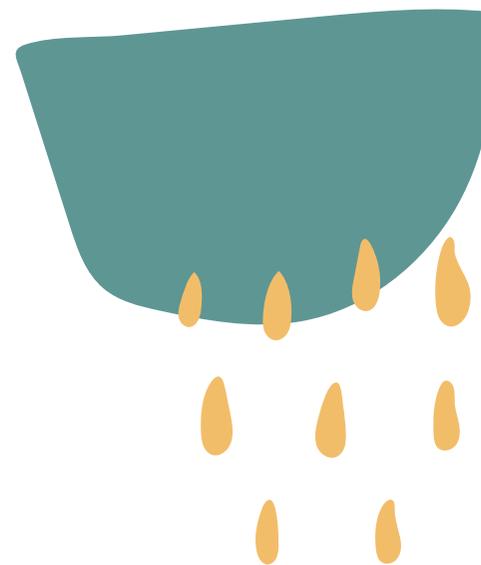
And when they do, they are expected to be able to carry on managing those around them and themselves. And yet their behaviour will rapidly rub off on others. It is hardly surprising that we see maladaptive and unhealthy behaviours from some of the most senior people in our industry, when they themselves have only ever experienced a form of tough love or toxic leadership from their seniors, and have rarely received any kind of training to help them manage others.

As leaders, unless we ensure we are managing our own mental health, we are going to struggle to support those around us. Berrie reminds us of the metaphor used in flight safety briefings.

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It's about putting on the oxygen mask before you go and support the person next to you. So again, that means making sure that you are setting appropriate work boundaries, you're giving yourself protective time for breaks and lunch breaks; you're scheduling your time appropriately to really think about the tasks that you've got to achieve, what those deadlines are, and giving yourself the space and headspace to really complete that work to the best of your abilities. If you're first looking after yourself, you'll be in a far better position to be able to support your colleagues.

– Andrew Berrie





Smaller news organisations might not provide access to separate work phone or laptop devices, but if yours does, this is a great way to separate your professional and personal life. You should also encourage your staff to keep clear boundaries between work and home life.

Cobham says that one of the most important things managers can do is to be 'honest' with themselves, and others, if they are feeling burned out.

“ We operate in newsroom cultures where it’s not always acceptable for you to talk about how you are feeling and what your mental health is. And, as managers, we want to be strong for the team – like we’re steady. But we’re also human. And so talking about how we’re feeling, talking about what we’re doing about it, what we’re struggling with, solutions that we’re trying to put in place... that normalises a culture and conversation within the newsroom.

– Kari Cobham

Shah agrees, saying that managers tend to prioritise their team, but their first action should be to monitor their own self-care.

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If you're suffering from burnout, it's really important to acknowledge that and have a degree of self-compassion. Because how are you going to help those whom you're managing, if you're not helping yourself?

- Dhruvi Shah

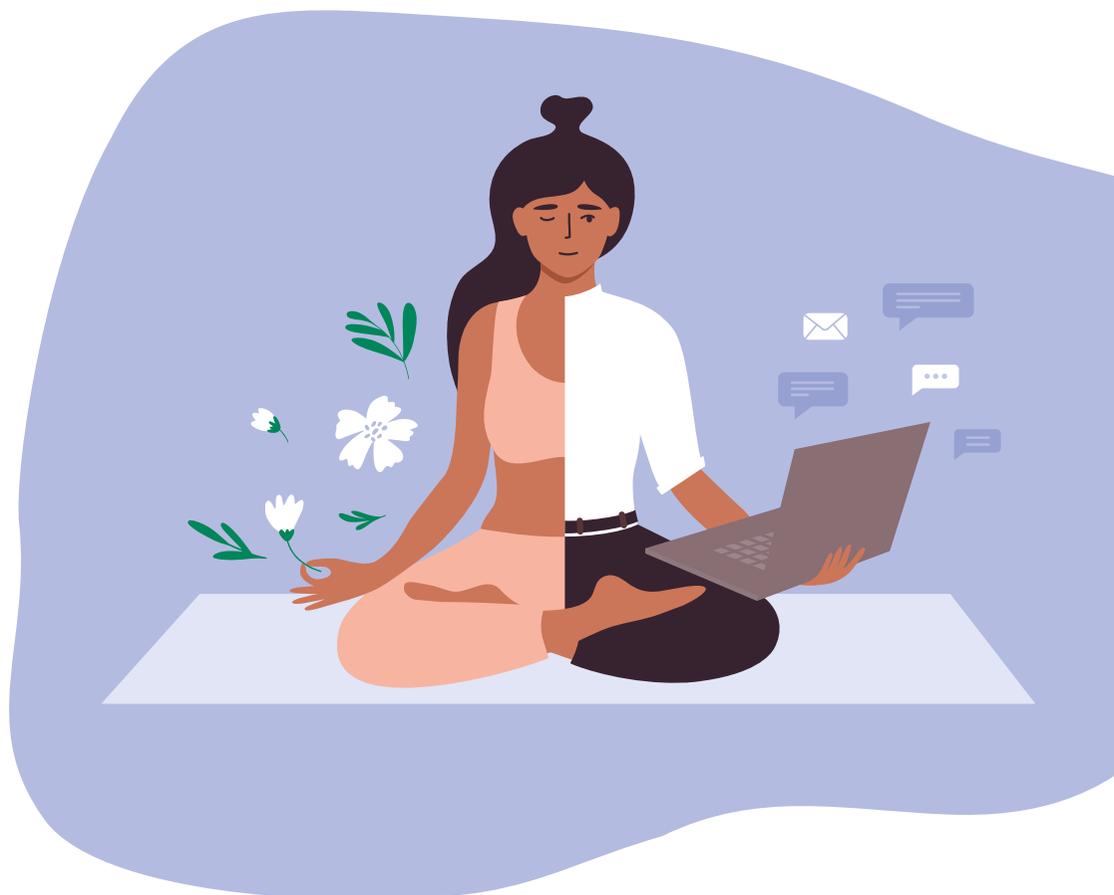
Levy says 'checking in' on yourself is now a must. 'In my current job as a leader of a newsroom, of course it's a very stressful job. Making big decisions and [being responsible for] a lot of people's welfare falls on your shoulders. It's for this reason that it's really important that you can look after yourself in the most basic sense. Have a sense of yourself, your moods, when you may not be at your best and recognise that that might be the symptom of something.'

Chetwynd says he carries this approach into how he tells his team to delegate work.

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We live in such an intense, mobile-phone-first reality that everything seems so important. So I focus a lot with managers and myself in trying to say, 'I will answer and deal with that thing tomorrow.' Because, actually, most of the things that we're dealing with can wait.

- Phil Chetwynd



What can journalists do about it?

Burnout is an occupational hazard and therefore the onus should be on workplaces to ensure they are protecting their employees from work-related stress. However, there are some things that individuals can also be doing to help themselves develop and sustain healthier boundaries. A lot of this can be modelled by leadership, as shown above, but we should all ensure we are setting and maintaining appropriate work boundaries. This means that we should make time for regular breaks during our work, including meal times. We should also ensure that we are managing our time effectively and, if we are running a team, as Chetwynd notes, we should consider how we are going to prioritise workflows for ourselves and support others to do so.

As detailed earlier, burnout has been exacerbated by the blurring of boundaries between professional and personal lives, and a lot of this is down to our digital practices. In order to really mitigate against the risk of burnout, we should take steps to develop a healthier relationship with our devices. This might include limiting our time online after a certain stage of the day, reducing our notifications, or taking other steps to digitally detox. Carrying out a ‘ceremony’, as Berrie calls it, or taking an intentional step to delineate between our work and home life, can be helpful.

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Burnout and how we deal with it could be encapsulated in one word – and that word is boundaries. That is recognising where your professional life ends, and where your personal life starts. And bookmarking the start or the end of the day with some kind of transitional activity that takes you away from the emails, the news screens, the edit suites into something that’s not digital... that’s a bit more relaxing, and a bit more back into the flow of your everyday life.

– James Scurry



The bigger picture

Many countries now have statutory requirements around the provision of mental health in workplaces.

In the UK, employers have a 'duty of care' to 'reasonably support their employees' health, safety and wellbeing'. Employers are required to treat mental and physical health as equally important. By UK law, someone with poor mental health can be considered to be disabled if it has a 'substantial adverse effect on their life' or it affects their ability to do day-to-day activities.

Importantly, the onus is now on the news organisation to consider mental health in a workplace setting. But despite changing societal attitudes, there is still inherent competition in newsrooms. Many journalists fear saying they have burnout will harm their opportunities at work.

There can be cultural differences between countries too.

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In France, you have a system where you have the company doctor who plays really quite a significant role in the company. Everybody gets regular mandatory health checks, but it also leads to a system of confidence, with a person who's right at the heart of the company and who plays a very significant role around mental health issues. And it's someone who is a point of contact and trust for a lot of people. Linked to that is a series of support mechanisms such as free psychological therapy sessions and hotlines. We also have training sessions and a lot of backup support materials to help people.

– Phil Chetwynd



Levy says it is not enough just to signal support; rather it should be offered proactively.

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Our approach has been to put in place such arrangements and phone lines which can be used to get help. But there are some people who are still reluctant to engage. So when people report on difficult stories, we now say to them: ‘Tell us that you’re happy to receive a phone call from someone who’s going to see if you’re okay. And all you have to do is give them 20 minutes of your time. If you don’t want to do any more than that, that’s absolutely fine.’ That’s a more proactive approach. So if people say: ‘Yes, I am happy to receive that call,’ someone calls them within four days of them arriving from an assignment. The caller asks them: ‘How are you doing? Are you okay? Do you need any support?’

– Jonathan Levy



Changes to leadership: opportunities to address burnout

Leadership styles are evolving with a move towards more empathetic management and away from the traditional macho approach in newsrooms. 'In the last five to ten years, there's been a change in the way that leadership is thought of. We've all internalised a different way of doing things. And it's not just in journalism,' says Levy.



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You see this in the military. You see it in police forces. You see it in football teams... People have decided that shouty forms of leadership are less successful than considered, emotionally intelligent forms.

You can't just be one mode any more. It just doesn't work. People don't respond well to it. As a leader you have to change, you have to adapt. You have to recognise that there are different people coming into newsrooms with different needs and different sensibilities.

- Jonathan Levy

Signposting to support/further resources

Headlines Network

headlines-network.com

A series of resource guides between Headlines Network and the mental health charity Mind to support journalists with their mental health.

[Managing our mental health](#) | [Supporting our colleagues](#) | [Vicarious trauma](#)

The Dart Center for Journalism and Trauma

dartcenter.org

A resource hub and global network of journalists, journalism educators and health professionals dedicated to improving media coverage of trauma, conflict and tragedy. It is a project of Columbia University Graduate School of Journalism in New York City, with international offices in London and Melbourne.

Journalist Trauma Support Network

jtsn.org

The Journalist Trauma Support Network (JTSN) is a programme of the Dart Center. It is aiming to establish an international community of qualified therapists trained to care for trauma-impacted journalists. To best serve journalists, it provides therapists with cultural competence and data security training, peer support and referral pathways.

Trust for Trauma Journalism

traumajournalism.org

The organisation works with journalists 'before, during, and after they go into harm's way', bolstering their resilience and ensuring much-needed services and support. Its mission is to provide funding to sustain global initiatives that prepare news professionals for the impact of covering traumatic events.

Film & TV Charity: Whole Picture Toolkit

wholepicturetoolkit.org.uk

The Film and TV Charity supports people behind the scenes in the UK Film and Television industry at every stage of their career and beyond. The 'Whole Picture Toolkit' is created by people within the film and TV industry, with support from the mental health charity Mind, to help place mental health at the heart of any production, whatever size it is or stage it's at. Many of their insights and best practices apply to colleagues in the journalism industry.

Mind Infoline

t: 0300 123 3393 | info@mind.org.uk

mind.org.uk/information-support/helplines

Mind provides confidential mental health information services. With support and understanding, Mind enables people to make informed choices. The Infoline gives information on types of mental distress, where to get help, drug treatments, alternative therapies and advocacy.

Side by Side, Mind's online community

sidebyside.mind.org.uk

Side by Side is a supportive online community where you can feel at home talking about your mental health and connect with others who understand what you are going through. We all know what it's like to struggle sometimes, but now there's a safe place to listen, share and be heard. Whether you're feeling good right now, or having a hard time, it's a safe place to share experiences and listen to others. The community is available to all, 24/7. Side by Side is moderated daily from 8.30am to midnight.

Samaritans

Telephone: 116 123

Whatever you're going through, Samaritans are there to listen – 24 hours a day, 365 days a year. Samaritans offer a safe place for you to talk any time you like, in your own way about whatever's getting to you. They won't judge or tell you what to do, they'll listen to you.

Shout, text support

Text: SHOUT to 85258

Shout is a free, confidential 24/7 text messaging support service for anyone who is struggling to cope. The service is anonymous and won't appear on any phone bill.

CALM helpline

Telephone: 0800 58 58 58

The CALM helpline is there for anyone who needs to talk confidentially about a tough time they are experiencing. Calls are taken by trained staff who are there to listen, support, inform and signpost you to further information. The helpline is open from 5pm to midnight every day, 365 days a year.

Definitions

Mental Health and Wellbeing Helpful definitions (provided by Mind)

For the purpose of clarity, when we refer to ‘mental health’ in this guide we are using it in the broadest possible sense. Some useful definitions to terms used in this guide can be found below.

Burnout

Burnout is a term used to describe a collection of experiences caused by long-term, unmanageable stress at work. Burnout can make people feel exhausted or unmotivated. People may start to feel distanced from or negative about their job. And they may worry that they’re not achieving enough at work. Burnout can affect mental and physical health. It can also impact work performance.

Mental health

We all have mental health, just as we all have physical health. How we feel can vary from good mental wellbeing to difficult feelings and emotions, to severe mental health problems.

Mental wellbeing

Mental wellbeing is the ability to cope with the day-to-day stresses of life, work productively, interact positively with others and realise our own potential. When we talk about wellbeing we are referring to mental wellbeing.

Poor mental health

Poor mental health is when we are struggling with low mood, stress or anxiety. This might mean we’re also coping with feeling restless, confused, short tempered, upset or preoccupied. We all go through periods of experiencing poor mental health – mental health is a spectrum of moods and experiences and we all have times when we feel better or worse.

Mental health problems

We all have times when we struggle with our mental health. A mental health problem is when difficult experiences or feelings go on for a long time and affect our ability to enjoy and live our lives in the way we want. You might receive a specific diagnosis from your doctor, or just feel more generally that you are experiencing a prolonged period of poor mental health.

Common mental health problems

These include depression, anxiety, phobias and obsessive-compulsive disorder (OCD). These make up the majority of the problems that lead to one in four people experiencing a mental health problem in any given year. Symptoms can range from the comparatively mild to very severe.

Severe mental health problems

These include conditions like schizophrenia and bipolar disorder which are less common. They can have very varied symptoms and affect your everyday life to different degrees, and may require more complex and/or long-term treatments.

Work-related stress

Work-related stress is defined by the Health and Safety Executive as the adverse reaction people have to excessive pressure or other types of demand placed on them at work. Stress, including work-related stress, can be a significant cause of illness. It is known to be linked with high levels of sickness absence, staff turnover and other issues such as increased capacity for error. Stress is not a medical diagnosis, but severe stress that continues for a long time may lead to a diagnosis of depression or anxiety, or other mental health problems.



Acknowledgements

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Headlines Network comprises founder and director Hannah Storm and co-director John Crowley. Over the last two decades they have led newsrooms and journalism safety charities and run news sites. Both are qualified mental health first aiders and bring knowledge and lived experience around mental wellbeing. [headlines-network.com](https://www.headlines-network.com)

Working with  **Mind**

Mind is the leading mental health charity in England and Wales (registered charity number 219830). Mind provides advice and support to empower anyone experiencing a mental health problem. Mind campaigns to improve services, raise awareness and promote understanding. [mind.org.uk](https://www.mind.org.uk)

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