



Your guide to the  
**Mental Health Charter**

Providing Employers with the tool  
kits to stamp out stigma together



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*Creating a Healthier Workplace*  
***Mental Health Charter***  
*Leading the Way!*

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# Mental Health Charter

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## **Our Core Values:**

Empathy, Advocacy, Collaboration, Empowerment





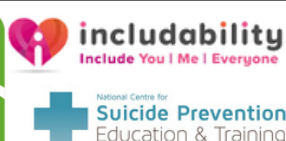
# About Us

**We strive to eradicate mental health stigma and discrimination through the expanding Mental Health Charter. The initiative supports leaders in driving change in workplaces and communities to eliminate stigma through various activities, yet challenges remain in shifting attitudes and behaviors.**

We support workplaces by:

- Encouraging them to make a public commitment by joining the Workplace Mental Health Charter
- Working with them to create a mentally healthy workplace
- Empowering employees to stamp out stigma and encourage open conversation
- Providing the tools to deliver lasting change through ongoing support, training and networking.

## Our accreditations:



**Association**  
of Mental Health First Aiders

# Our Membership Tiers

Our membership options are categorized into Bronze, Silver, Gold, and Platinum tiers, each offering distinct benefits and corresponding costs.

## Bronze Membership £125.00 + VAT per year

At the outset of your Mental Health Charter Journey, individuals receive a certificate and bronze membership for the year, pledging to

## Silver Membership £399.99 + VAT per year

The Silver Membership represents an advancement from the Bronze tier in your Mental Health Charter journey, offering enhanced benefits in addition to those included in the Bronze Membership package.

## Gold Membership £699.99 +VAT per year

**EAP 24 hr support (optional £0.63 per employee, per month)**

Our Gold membership provides a comprehensive package, including an Employee Assistance Program (EAP) (addon required), access to our Employee Mental Health Hub APP, and two complimentary delegate slots for training sessions. Members also receive personalised certificates, mindfulness techniques, wellness journals, weekly motivational emails, and other valuable resources. Additionally, they contribute to our Green Movement by planting trees through Ecologi.

Training Portal – Give all your teams access to a self training portal. They can complete training in Mental Health Awareness, Fire Marshall, Stress, Anxiety, Suicide prevention, Diversity and Inclusion and so much more.

## Platinum Membership

The Platinum membership is conferred through a rigorous audit process, recognizing employers demonstrating exemplary dedication to fostering Mental Health Awareness within their workplace. Additionally, recipients receive three complimentary delegate slots for any of our training sessions. Our training portal (as above with gold) is included free for Platinum Members. This prestigious status is attainable either after a 12-month tenure as a Gold Member or through an early audit. We encourage interested parties to reach out to us for further information.





# Our Benefits

Benefits	Bronze	Silver	Gold	Platinum
Posters for Awareness	✓	✓	✓	✓
Logo and Certificate	✓	✓	✓	✓
Weekly Awareness Emails		✓	✓	✓
Free Training per member		<b>1</b>	<b>2</b>	<b>3</b>
Discounted Training		✓	✓	✓
Mental Health Hub APP			✓	✓
Induction Materials			✓	✓
Discounts on Wellbeing Services			✓	✓
Blogs			✓	✓
Employee Assistance Programme	£2.00 per employee per month	£1.00 per employee per month	£0.63 per employee per month	£0.63 per employee per month
Trees Planted			✓	✓
Training Portal	£1.00 per employee per year	£1.00 per employee per year	✓	✓
Wellbeing Check-ins				✓
Audit, Accreditation, Award				✓



# Our Training



This course raises awareness of mental health. It covers:

- What mental health is and how to challenge stigma
- A basic knowledge of some common mental health issues
- An introduction to looking after your own mental health and maintaining wellbeing
- Confidence to support someone in distress or who may be experiencing a mental health issue



The four hour MHFA Refresher course will empower you to:

- Keep your awareness of mental health supports current
- Update your knowledge of mental health and what influences it
- Practice applying the Mental Health First Aid action plan



This two day course trains you as a Mental Health First Aider, (our one day course is the Mental Health Champion Course) giving you:

- An in-depth understanding of mental health and the factors that can affect wellbeing
- Practical skills to spot the triggers and signs of mental health issues
- Confidence to step in, reassure and support a person in distress
- Knowledge to help someone recover their health by guiding them to further support – whether that's self-help resources, through their employer, the NHS, or a mix



This 4 hour course will allow you to be able to:

- Understand your responsibility as a manager in supporting the mental health of your team
- Recognise the business benefits of supporting mental health and wellbeing
- Initiate conversations about mental health with your team
- Recognise physical, emotional, or behavioural changes in your team members that may indicate a change to their mental health



This half day or full day course from Suicide First Aid will empower you to:

- Knowledge to spot the signs of someone who may be thinking about suicide
- Confidence to intervene and help create a suicide-safety plan
- Skills to offer support to someone in distress or who may be experiencing suicide thoughts



Become a Financial Champion with our CPD Accredited course

1. Money matters are one of the biggest causes of pressure, stress, anxiety, absenteeism/presenteeism low performance and lack of productivity for employees
2. This training will up-skill your leaders, managers and mental health champions linking financial wellbeing, mental health and suicide prevention
3. Your managers and leaders can then understand, measure and improve their own relationship with money first
4. Your managers and leaders can then spot the signs of poor financial wellbeing, have empathetic conversations & effectively signpost colleagues to relevant resources enhancing engagement with existing employee benefits
5. This can improve performance and productivity, lower absenteeism and presenteeism, enhance recruitment and retention of talent while also improving overall culture



“

The suite of support on offer through the Mental Health Charter has been thoroughly beneficial to our teams through the amount of advice, support and signposting available.

**Denice Whiteland**

”

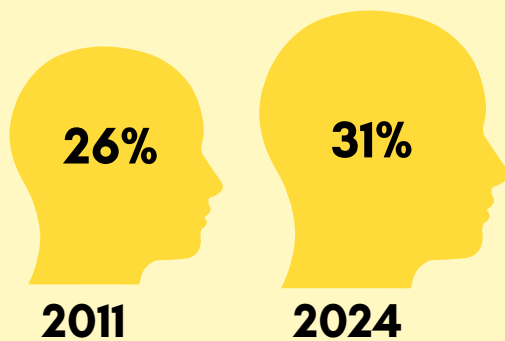


# Employee Assistance Program

**Work is a large part of people's lives. With increasing working hours as well as technological developments to support remote working, it is vital to ensure that there's a productive, healthy environment that is conducive to a healthy lifestyle**

Our EAP Service is an enhanced employee benefit intended to support employees when dealing with problems that might adversely impact their health, wellbeing or work performance and include short-term counselling and referral services for employees and their immediate family.

## Mental Health at Work



The number of Employees who say they have experienced Mental Health challenges while in employment has increased from 26% in 2011 to 31% in 2024

## Features of the EAP

- Comprehensive helplines are available 24 hours a day, seven days a week
- Structure telephone or face-to-face counselling
- Cognitive Behavioural Therapy (CBT)
- Medical information
- Online health and wellbeing portal

from £0.63 per employee, per month







“

The Mental Health Charter has been instrumental in helping us shape our policies, procedures, and in-house training for our colleagues.

**Pete Harkness**

”

“

Michael's leadership through the 2 days of training, was balanced, realistic, honest, informative, and comfortably paced and he totally engaged with every single attendee, a great Instructor.

**Training Delegate**

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# Your Mental Health Hub

## Mental Health Hub Online

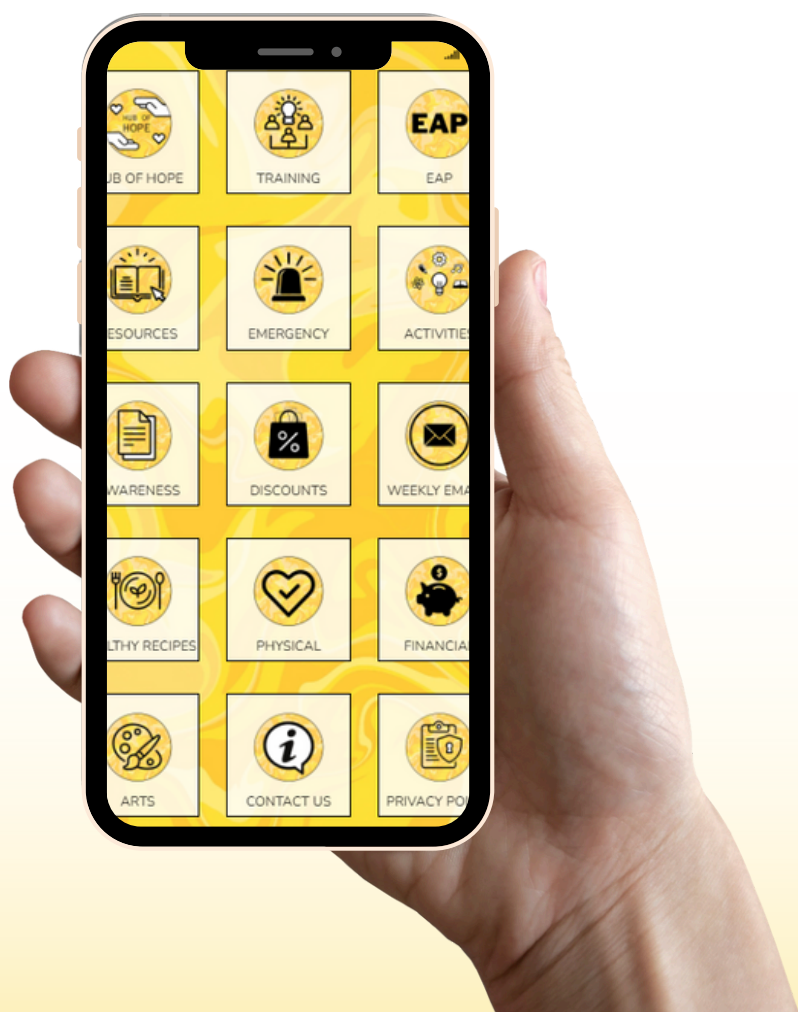
In addition to Mental Health Training and our EAP, with our Gold and Platinum Membership, we also offer a virtual library of wellbeing information. These informative articles and self-help guides provide support on a range of health and advisory issues, as well as instant guidance to aid an employee's physical and mental health

We understand that the information needs to be available in a way that is suitable for you, whenever you require it. From simple lifestyle changes to advice for many of life's most common concerns.



## Support in the palm of your hands

Sometimes it can be difficult for employees to balance the pressures of work with the demands of home life. When life feels overwhelming, they need help and support to deal with the practical and emotional challenges they're facing. The APP Included in our Gold or Platinum Membership offers access to holistic health and wellbeing support at the tap of a finger anywhere and anytime.



# Mental Health Roadshow

## Exclusive Benefit!

We are delighted to extend a special offering exclusively available to all our platinum members: a complimentary roadshow visit included with your membership! We firmly believe in the power of face-to-face interactions and conversations, recognising their immense impact.

During our roadshow, our team will visit your business premises to provide your staff with valuable insights into mental health initiatives in the workplace. This includes opportunities to learn about your current efforts and strategies.

As a bonus, attendees will also receive complimentary giveaways. We eagerly anticipate the opportunity to engage with you and support your organisation's commitment to mental health and well-being in the workplace.





# Our Green movement

## Embracing Sustainability

The significance of a green movement cannot be overstated, particularly in the present-day context where environmental concerns have reached a critical juncture. Prioritising sustainability and embracing eco-friendly practices not only helps mitigate the adverse effects of climate change but also contributes to society's overall well-being.



As part of our commitment to the new green movement, we vow to plant trees for each new **Gold** and **Platinum** member who joins us!

We are pleased to announce our collaboration with Ecologi, one of our esteemed members, to realise this mission.





# Some Of Our Members

**WGC**



**RBH**



**DANONE**  
ONE PLANET. ONE HEALTH

**Holland & Barrett**



EMPOWERING  
BUSINESSES



HARVEY NICHOLS

**Clover**  
Technical  
Services



**routes**  
healthcare



**accessplanit**



Mercedes-Benz

**CITY  
ESSEX &**  
A CLEANING  
COMPANY.

**Ella's**  
kitchen



**Food  
Standards  
Agency**  
food.gov.uk



**We Are**  
Group

**AQUARIAN**  
CLADDING SYSTEMS

**INNOVATION  
GROUP**

**SAFEROAD®**  
Have a safe journey



Pioneering a sustainable future  
with fleet tyre technology

**Cairn  
Group**

**Sytner Group**



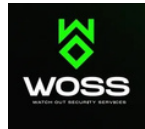
**Coniston**

**NHS**



HARNISS

**SWG  
GROUP**



**England**

UK  
Parliament

**premierpaper**  
CORPORATE



**PIER  
HEALTH  
GROUP**



**SIGMA  
CONNECTED**

**RIVERSIDE**  
Experts in Specialist Fleets

**Dancing  
Squirrel**  
the possibilities are endless

**EMaC.**

**bartlett  
mitchell**



**CURVE**

**REMEDY+**  
SOLUTIONS

**JACKSON**  
Plumbing & Heating (Contractors) Ltd  
www.jacksonph.co.uk

**SIPSMITH®**

The Housing  
Network

**mencap**  
Bromley

**BRISTOL**  
GLOBAL MOBILITY

*London*

**TPS**



Golden Lane Housing

**Routeco COTY**  
A Sonepar Company

SINCE 1904

**Holiday Inn  
Express**  
AN IHG® HOTEL

**HJ Lea Oakes**



“

"The key to success lies in finding joy in your pursuits; for when passion fuels your efforts, motivation becomes boundless, and triumph inevitable.

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**Michael Lloyd**

Founder of the Mental Health Charter

Registered non-profit community interest company no 12564586

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