

## **Constituent Elements of a Robust Mental Health Programme**

### **Background**

The CCLG encourage all members to engage in developing a robust mental health programme in partnership with their suppliers.

We understand that clients and suppliers will be adopting a range of approaches to mental health and as such, we have developed this guide which sets out the specific areas which need to be addressed as part of any mental health programme.

Please note, this document is a work-in-progress – if you have any thoughts or comments on this guide, please email them to [info@cclg.co.uk](mailto:info@cclg.co.uk).

#### **➤ Awareness**

- Understanding poor mental health
- Impact of stress and anxiety both in and outside of work
- Understanding everyone has a role to play
- We should and can all be in 'control'

#### **➤ Creating an environment to promote healthy minds**

- Promote a caring approach
- Encouraging questioning and feedback at all levels
- Clean fit for purpose welfare facilities and offices
- Engaging top down and bottom up
- Ensuring everyone is sure of their role and they have the support and trust in relationships with those around them

#### **➤ Workplace contributory factors to stress and anxiety**

- Setting unrealistic targets
- Workload
- Working outside of skills and experience
- Extreme temperatures
- Repeated organisational change

- **Self awareness – (Mindfulness)**
  - Understanding your own behaviours and impact on others
  - The need to vary your approach when engaging with others
  - Tools to support these behaviours
  
- **Recognising stress and anxiety**
  - Indicators – *e.g. HSE analysis tool*
  - Case studies – real life experiences
  
- **Supporting those in need**
  - Internal training courses
  - Seeking professional help
  - Drawing upon existing infrastructure for assistance and guidance

Draft for discussion