



We are a Mindful Employer



Surrey and Borders are committed to the mental wellbeing of staff in the workplace and creating an environment in which employees feel that they can discuss mental health concerns with their managers and know they will be supported.

As part of this commitment, we have signed up to the Charter for Employers who are Positive About Mental Health. The Charter was launched by Mindful Employer, an NHS initiative run by Workways, a service of Devon Partnership NHS Trust.

Our decision to sign up to the Mindful Employer Charter means that we have publicly recognised the importance of increasing awareness of mental health in the workplace and are committed to improving our practices to support employees and job applicants with mental health issues.

Research shows that 52 percent of people with a psychiatric history have concealed this fact from their employer for fear of losing their job, proof that mental ill health remains an area of fear and stigma for many people.

By signing up to the Charter, Surrey and Borders are committed to the following key practices:

- To show a positive and enabling attitude to employees and job applicants with mental health issues.
- To ensure all staff involved in recruitment are briefed on mental health issues and The Equality Act 2010.
- To make it clear in any recruitment or occupational health check that people who have experienced mental health issues will not be discriminated against.
- To provide non-judgemental and proactive support to individual staff who experience mental health issues.
- To ensure all line managers have information and training about managing mental health in the workplace.
- To not make assumptions that a person with a mental health problem will be more vulnerable to workplace stress or take more time off than any other employee or job applicant.

For more detail about the Mindful Employer initiative and how it can help job applicants, employees and colleagues with information, advice and practical support, go to www.mindfulemployer.net.

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