IN THE WORKPLACE

With three fifths of employees experiencing mental health issues related to work, business leaders have acknowledged that the wellbeing of their staff is at least partly their responsibility. But, while there has been some improvement in the amount of support offered to workers, more needs to be done...

of employees have experienced mental health issues due to work or where work was a related factor

of employees feel comfortable talking generally in the workplace about mental health issues

of managers have had to

put the interests of their

organisation above staff

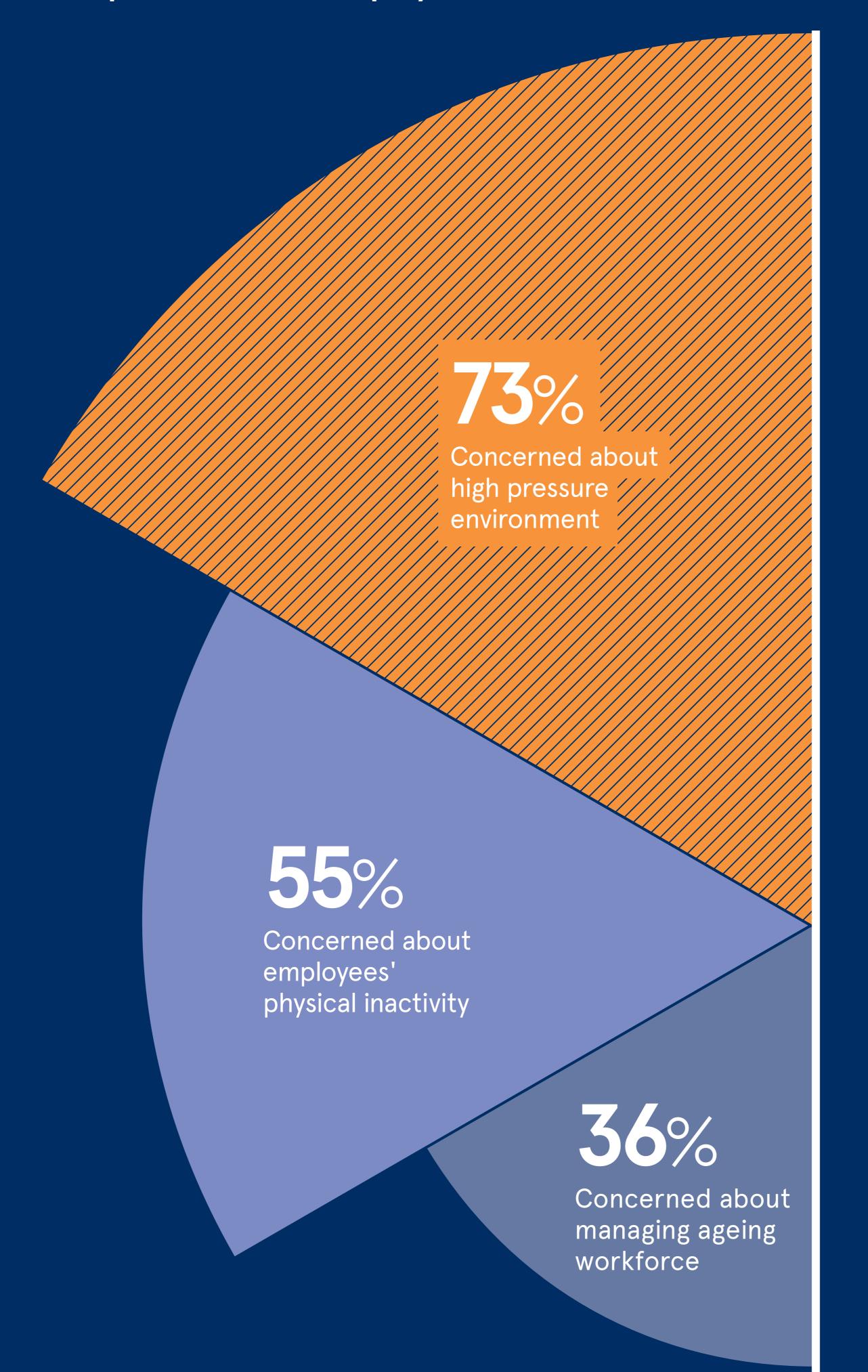
wellbeing at some point

of the UK workforce have been formally diagnosed with a mental health condition at some point in their lifetime

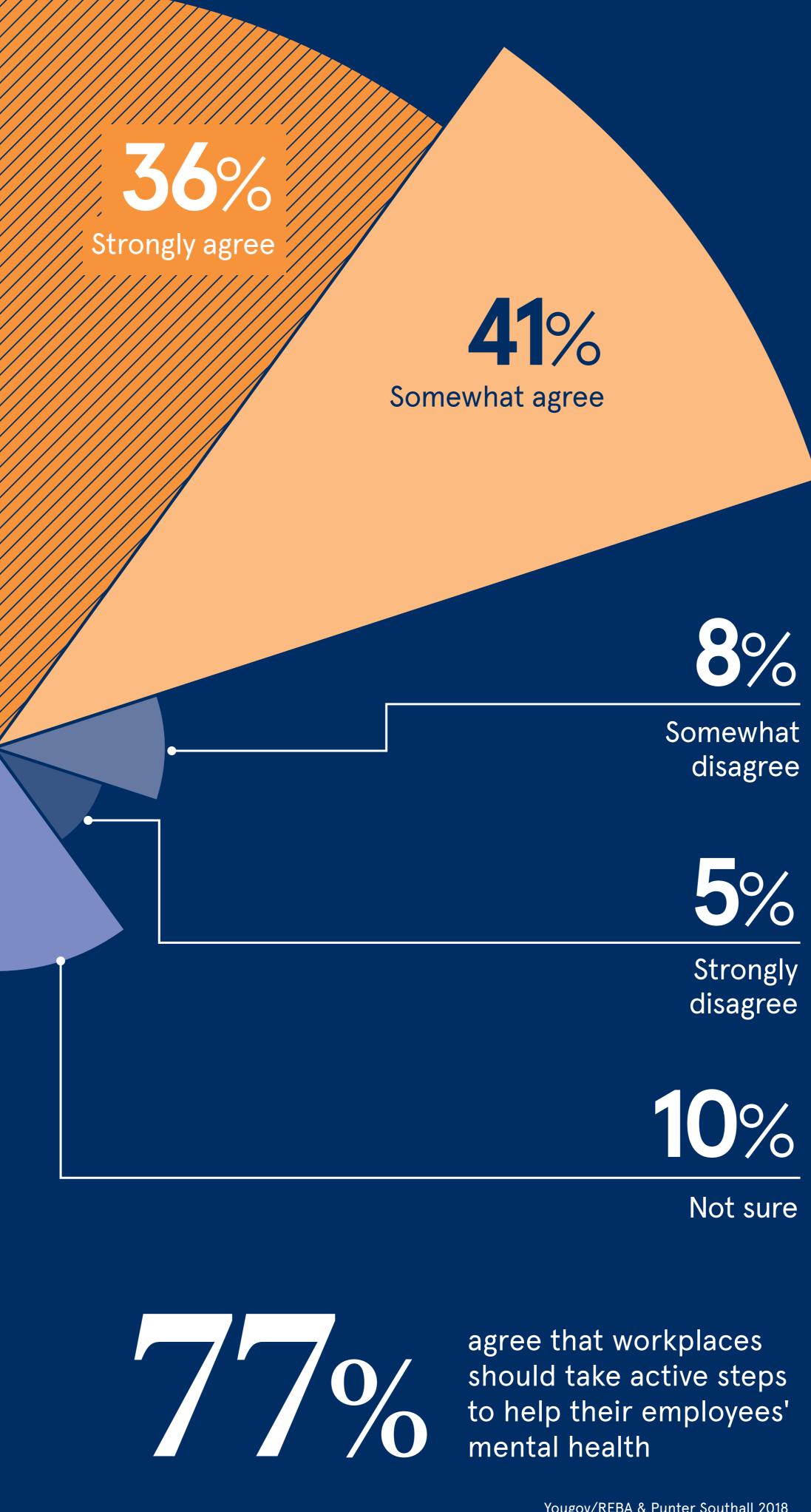
Business in the Community 2018

MENTAL HEALTH SEEN AS ONE OF THE MOST IMPORTANT PRIORITIES IN THE WORKPLACE

What are business leaders' top concerns for employees?



Should workplaces take active steps to help their employees' mental health?



Yougov/REBA & Punter Southall 2018

EMPLOYEES NEED TO FEEL SUPPORTED FROM THE TOP, BUT PROGRESS HAS BEEN SLOW

Percentage of line managers

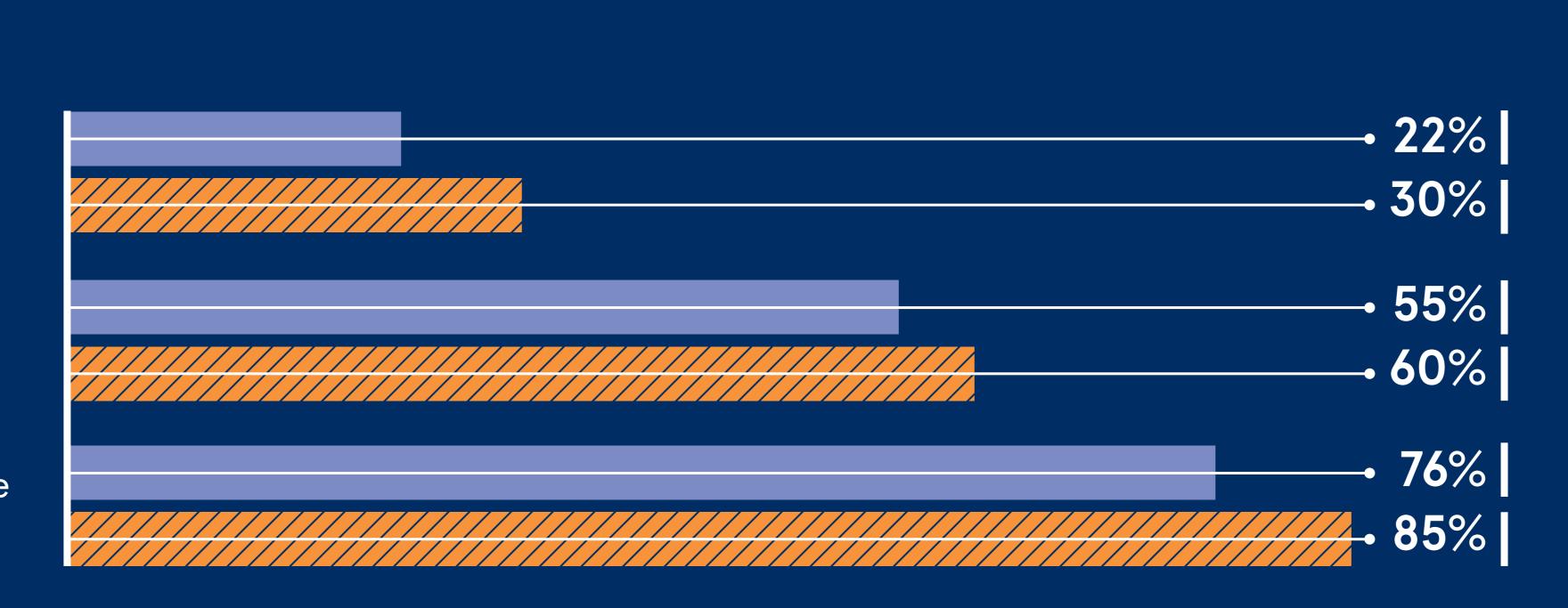
2016 2018

Who have taken part

in mental health training

Who employees felt were genuinely concerned for their wellbeing

Who now acknowledge that employee wellbeing is their responsibility



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PROGRESS HAS BEEN MADE, BUT FURTHER WORK TO BE DONE



of senior leaders think their organisation supports its



of employees with no



81%

of LGBT+ people have experienced a mental health condition, with 72 per cent having experienced mental health issues as a result of work

Employees who have been formally diagnosed with a mental health issue



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FAULTS LIE IN THE WAY MENTAL HEALTH IS MANAGED

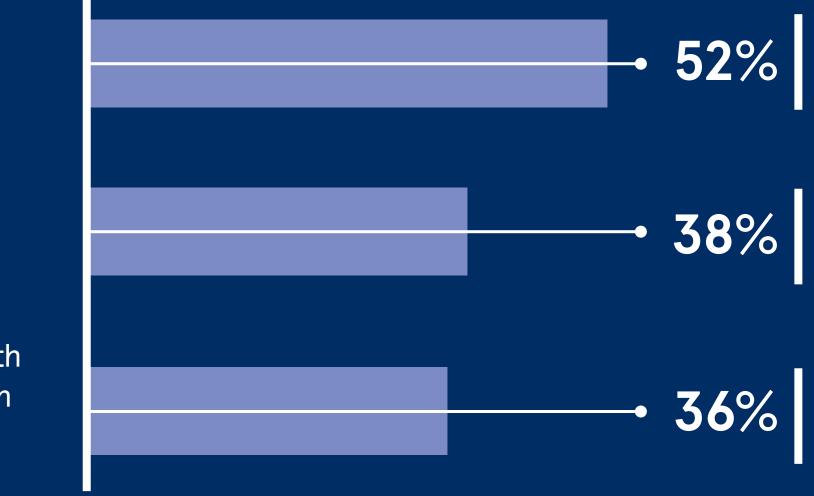
The issue is that one-to-one people management is largely focused on target setting and performance, rather than mental health and wellbeing

Percentage of companies with managers that...

Have conversations about wellbeing and/or mental health in one-to-ones and team meetings

Feel confident about having conversations with staff about mental health

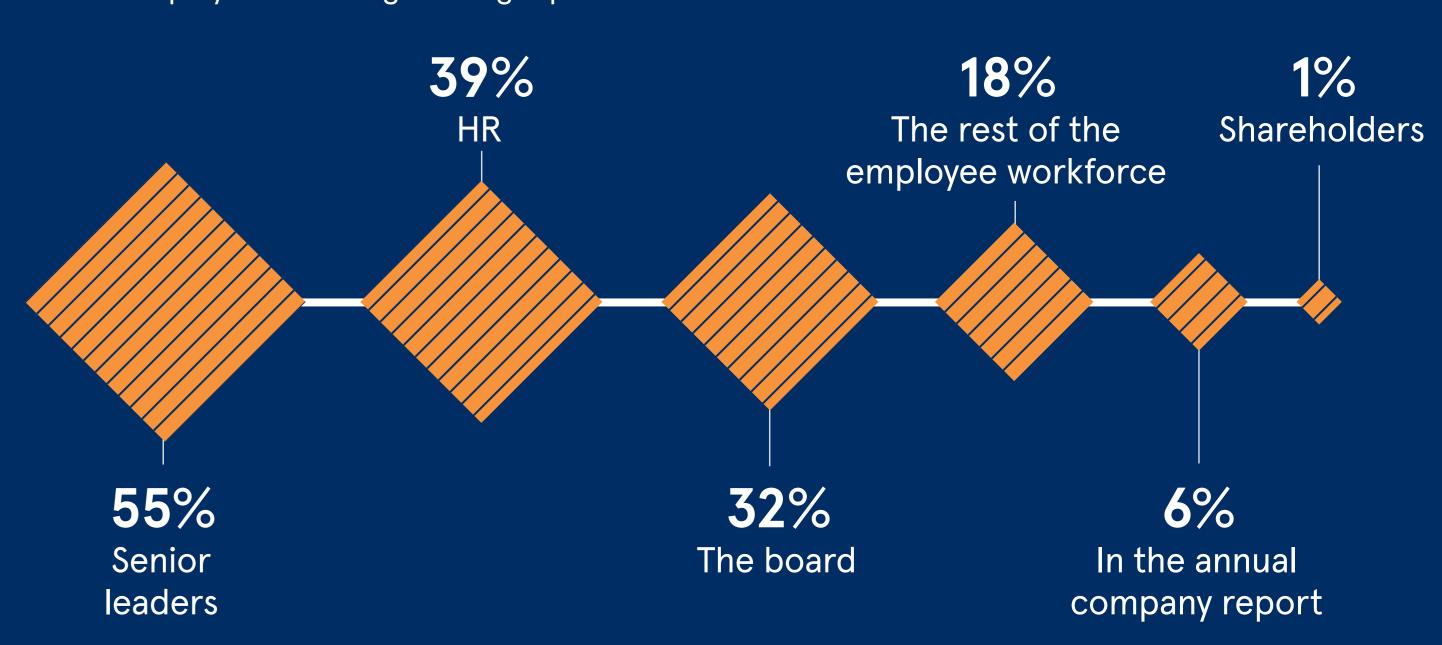
Feel confident about their mental health knowledge/know how to respond when a staff member discloses they are experiencing poor mental health



Mind 2018

...AND, NOT EVERYONES VOICE IS EASILY HEARD

Where employee wellbeing is being reported to



REBA & Punter Southall 2018