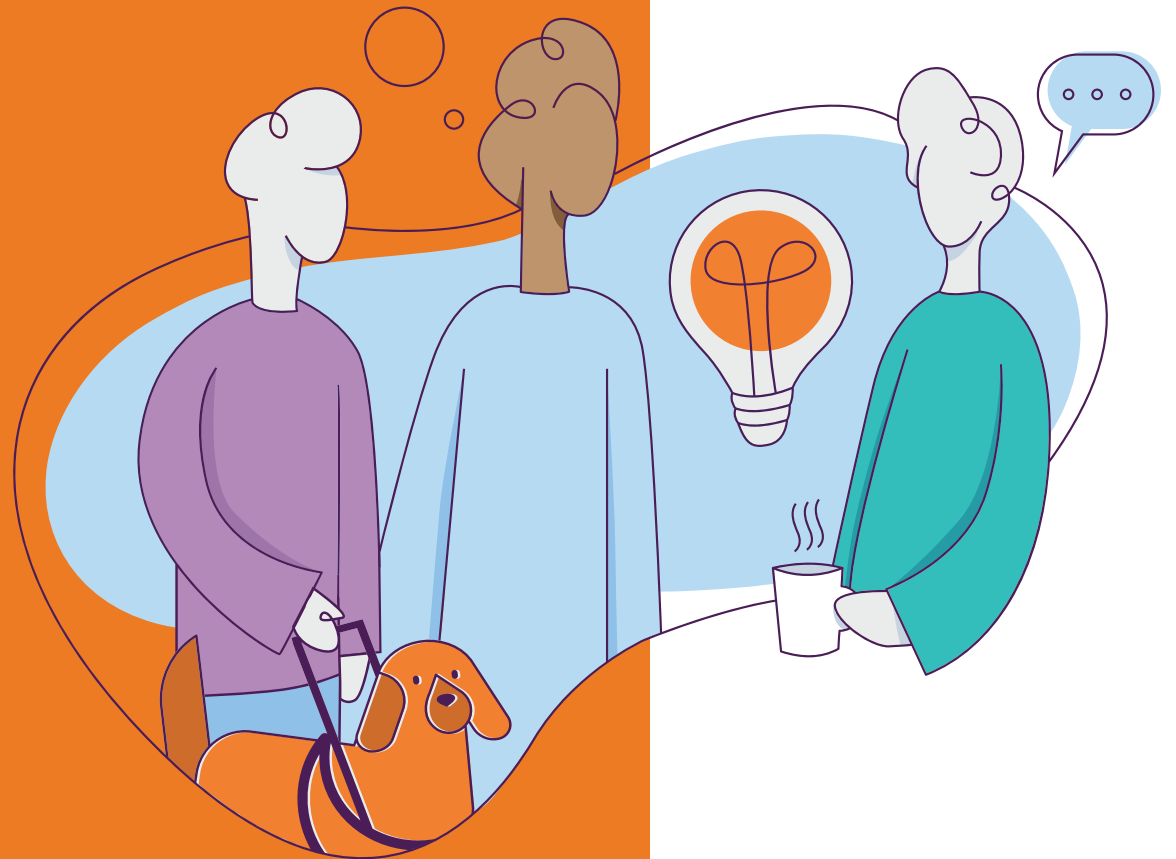




# WELLBEING PROGRESSION MODEL



# WELLBEING PROGRESSION MODEL

Use this model to assess your current position and identify areas where you could progress your workplace wellbeing offer. Covering seven areas of wellbeing, the traffic light system allows you to highlight your areas of risk as well as understanding what best practice looks like.

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# TREATMENTS AND THERAPIES

<b>At risk</b>	You don't have an Employee Assistance Programme (EAP) or Occupational Health set up.
<b>On track</b>	You have an EAP and Occupational Health set up, but they're not used until people are absent with sickness, and they're not promoted very well.
<b>Mentally healthy</b>	You have an EAP and Occupational Health set up, but they're not used until people are absent with sickness.
<b>Inspiring culture</b>	Your EAP and Occupational Health are fully embedded in your organisation and they're used as both early intervention and preventative measures.

# STRATEGY AND POLICIES

<b>At risk</b>	<p>You have insufficient health and safety policies and a lack of mental health wellbeing strategy.</p> <p>There's no HR support provided.</p>
<b>On track</b>	<p>You have HR support in place.</p> <p>You use the Equality Act 2010 to apply reasonable adjustments for mental health disabilities.</p> <p>You've introduced a mental wellbeing strategy.</p>
<b>Mentally healthy</b>	<p>You provide effective HR support.</p> <p>You use the Equality Act 2010 to apply reasonable adjustments for mental health disabilities.</p> <p>You have Stress Risk Assessment policies and procedures in place.</p> <p>You regularly review your mental wellbeing strategy.</p>
<b>Inspiring culture</b>	<p>You use the Equality Act 2010 to apply reasonable adjustments for mental health disabilities, becoming disability confident at every level.</p> <p>You've embedded your mental wellbeing strategy, it's effective and supported by leadership, HR and health and safety.</p> <p>You proactively challenge stigma and demonstrate your commitment to creating a mentally healthy workforce.</p> <p>You've effectively embedded a stress risk assessment policy and audit it yearly.</p>



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# MANAGEMENT AND PREVENTION OF WORK-RELATED STRESS

<b>At risk</b>	You don't conduct stress risk assessments and you're not meeting HSE legislation.
<b>On track</b>	Occupational Health conduct stress risk assessments as a reaction to sickness absence due to mental ill health.
<b>Mentally healthy</b>	<p>Managers are able to identify at an early stage when an employee is under stress, and they conduct reactive (individual/employee) stress risk assessment as early intervention.</p> <p>You conduct work-related stress audits to identify causes and to develop an action plan to prevent work-related stress.</p>
<b>Inspiring culture</b>	<p>Managers are able to identify at an early stage when an employee is under stress, and they conduct reactive (individual/employee) stress risk assessment as early intervention.</p> <p>Your company conducts preventative stress risk assessments and signposts to appropriate treatment and support.</p> <p>You conduct annual work-related stress audits to benchmark yourself and ensure prevention.</p>

# MENTAL HEALTH MANAGER TRAINING

<b>At risk</b>	You don't provide mental health training for managers.
<b>On track</b>	You provide general mental health awareness training for managers.
<b>Mentally healthy</b>	You provide formal mental health training for managers.
<b>Inspiring culture</b>	You provide accredited workplace mental health training for all managers in your company, incorporating existing strategies, policies and procedures. This includes refresher training every three years. Managers are empowered to create mentally healthy workplaces and look after their own mental health.



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# PEER TO PEER SUPPORT

<b>At risk</b>	Your Mental Health First Aid trained employees are provided with limited monitoring and support.
<b>On track</b>	You offer peer to peer support.
<b>Mentally healthy</b>	You have a systemic, safe and structured framework in place to recruit and train mental health advocates to deliver a listening and signposting service to their peers in the workplace.
<b>Inspiring culture</b>	You have a systemic, safe and structured framework in place to recruit and train mental health advocates to deliver mental health support to their peers in the workplace. You have annual support, campaign training and development in place. You've made advocate network events and online resources widely available to make sure you're caring for mental health advocates.



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# EMPLOYEE AWARENESS

<b>At risk</b>	You don't actively talk about mental health in your workplace.
<b>On track</b>	You have mental health campaign communications in place, lead by HR.
<b>Mentally healthy</b>	You have mental health campaigns in place that raise awareness of the EAP support you have available. You regularly conduct employee mental health awareness sessions.
<b>Inspiring culture</b>	You have a full, advocate-lead mental health campaign strategy, undertaken by appropriately trained advocates. You consistently monitor campaign outcomes and collect data. You regularly conduct employee mental health awareness sessions. You promote and embed all existing activity, including the mental health advocate service. You provide access to bespoke, company-branded information and guidance around mental health.



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# MONITORING AND EMBEDDING

<b>At risk</b>	You don't have any monitoring in place.
<b>On track</b>	You have monitoring in place.
<b>Mentally healthy</b>	You have ad hoc intervention evaluation taking place.
<b>Inspiring culture</b>	You conduct annual reviews and evaluations of all your implemented programmes, and third party services are provided. You use data to inform future action planning.

