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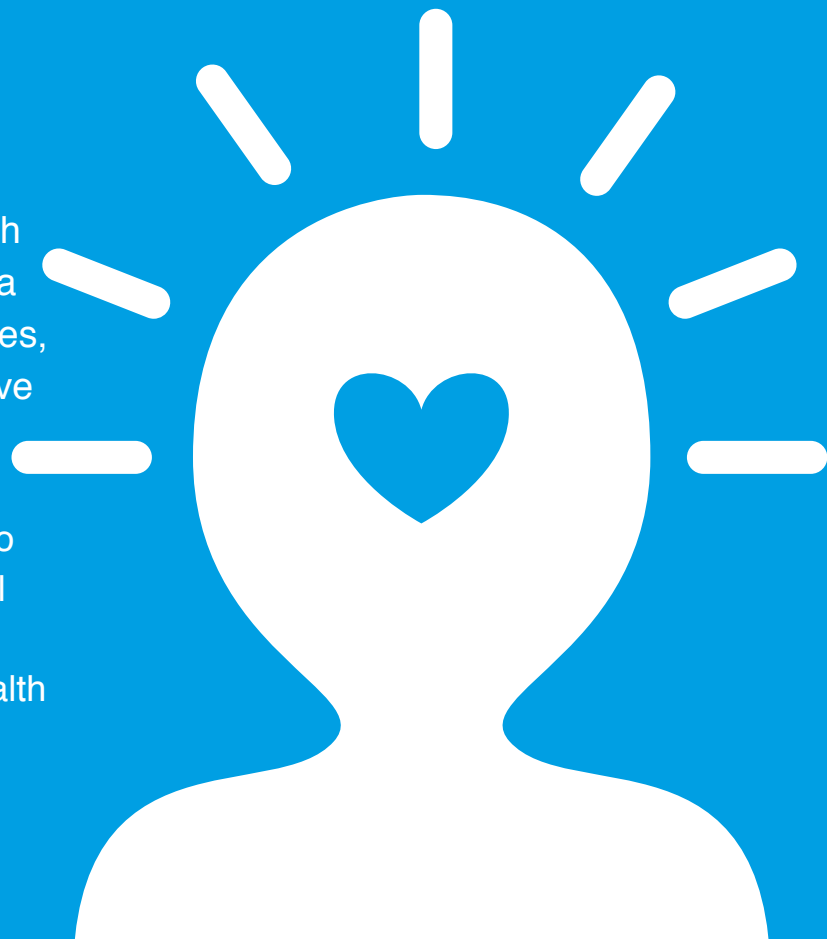
Mental Health Awareness Week 2023

Creating a workplace that values employee's mental health

This year's theme for Mental Health Awareness Week is Anxiety.

According to a survey by the Mental Health Foundation, 42% of people with anxiety in the UK reported that it had a negative impact on their work or studies, and 35% reported that it had a negative impact on their relationships.

We've put together a helpful resource to share ideas on how we can make small changes to positively impact your employee's well-being, with Mental Health advocates from across the property industry.



A snapshot of Mental Health and Wellbeing 2023

Anxiety Statistics UK 2023



Of individuals
experience at least mild
symptoms of anxiety



Of individuals
experience moderate to
high levels of stress



Of individuals experience
at least mild symptoms of
depression

How many employees in your business experienced anxiety, stress or depression last year?

Here's Nicola Broomham's advice...



Group Client Solutions Director
at deverellsmith & Hintel

Not every company will have the same ideas on what supports and contributes to mental well-being, therefore it's crucial for employers to work with their teams to understand what will be best for them. One way to do this would be to have a mental health committee, this tends to encourage more positive conversations around the topic and can help people feel more comfortable discussing it.

Hybrid working has many benefits, but remote working can also make some people feel isolated and lonely, creating regular touch points with the team through apps and virtual meetings can help.

Say hi to Nicola!



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60%

of employees experience anxiety and only...



10%

of employees are seeking mental health support.



What are you doing as a business to ensure every person has access to support?

Here's Will Castle's advice...



International Business Development Director at CBRE and Movember Ambassador

There are two sides to how employers can support their employee's well-being and mental health. The first is regarding actual medical support they can offer. This includes things like making sure that mental health allowance is provided in your private health care and having mental health first aiders on site. The actual basic medical needs employers/employees need.

The second is the cultural aspects, e.g., remote working, extra holiday days, and gym memberships. It doesn't mean that employees work less, they are just not defined by traditional working hours. For example, if you want to go to the gym at lunchtime or need to leave early to pick up the kids from school and log back on at home. Anything you as an employer can do to make employees' lives less stressful will have a positive impact on productivity, and employee morale and hopefully lead to more revenue because you'll have a happier, healthier, and more motivated workforce.

Is your business aware of the laws in place around mental health in the workplace?

Employers have a 'duty of care'.

According to ACAS, this means they must do all they reasonably can to support their employees' health, safety and well-being.

This includes:

- Making sure the working environment is safe
- Protecting staff from discrimination
- Carrying out risk assessments
- Employers must treat mental and physical health as equally important



Here's Ryan Doyle's advice...



Manager

Estate Agency & Mental
Health Ambassador

Employers play a crucial role in supporting the well-being and mental health of their employees. There are a number of simple things employers can implement to help improve their employee well-being, ultimately it's about creating a positive working environment.

A great start is offering your employees the option to train as mental health first aiders, equipping them with the resources to support other employees when needed will make a significant difference. Investing in employee well-being will ultimately create a supportive environment, where your employees will feel valued and more comfortable to discuss their feelings or concerns.

Since becoming the Wellbeing Ambassador at deverellsmith, I have helped introduce Plumm Health which is available to all employees for free. It's a workplace mental well-being solution and includes life coaching, meditation, and 1-1 therapy sessions. We also try to organise a well-being activity once a quarter, including things such as puppy yoga, free spin classes or yoga on our wonderful office rooftop!

Say hi to Ryan!



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Better mental health support in the workplace can save UK businesses up to £8 billion annually....

According to a new report published today by the Mental Health Foundation and the London School of Economics and Political Science (LSE).

How does your business focus on preventative methods rather than treatment?

- Discussing mental health in staff 121 meetings
- Encouraging time away from the desk
- Catch-ups outside of the office, like walking meetings



In 2020/21 anxiety, depression and stress accounted for 50% of all work-related ill health cases.

What can your business do to support your employees moving forward?

To summarise, there are several things that a business can do to support an employee's mental health and well-being, including:

- 1. Foster a positive work environment:** Encourage a culture of positivity, respect, and inclusivity in the workplace. This can be done by promoting open communication, encouraging teamwork, recognising and celebrating employee achievements, and addressing any negative behaviour or conflicts.
- 2. Provide employee assistance programs (EAPs):** EAPs are a valuable resource for employees who need support for mental health concerns, such as stress, anxiety, depression, or substance abuse. These programs can provide counselling, therapy, and other resources to help employees manage their mental health concerns.
- 3. Educate employees on mental health:** Provide training and education to employees on mental health, such as how to identify signs of mental health issues, how to support coworkers who are struggling, and how to access mental health resources.
- 4. Create a supportive HR policy:** Develop HR policies that support employee mental health, such as providing paid time off for mental health concerns, accommodating mental health needs, and offering mental health insurance benefits.
- 5. Lead by example:** Business leaders and managers can model good mental health practices, such as taking breaks, practising self-care, and promoting work-life balance. This can help create a culture of well-being in the workplace.

Overall, by prioritising mental health and well-being in the workplace, businesses can create a healthier and more productive work environment for their employees.



How can flexible working improve employees' mental health?

Louise Deverell-Smith

Founder of The Daisy Chain 



There has been a growing emphasis on the importance of mental health in the workplace, as more people are opening up about their mental health struggles. Employers are realising the importance of creating a work environment that supports their employee's well-being. One way of doing this is by offering flexibility in the workplace.

Here I have detailed the benefits of offering flexible options, and what benefits they can bring to both your employees and your business.

Reduced stigma around mental health

According to research from People Management, 43% of those who do not have the option of flexible working felt it would enable them to better manage their mental health. Therefore, When employers offer flexible working, they send a message to their employees that mental health is a priority, this can make it easier for employees to seek support around their mental health or other work-related issues when they need it.

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Instilling trust in your employees

Aside from helping businesses attract top talent, flexible working has been shown to increase productivity in the workplace. According to Forbes, 43% of respondents said that flexible working hours helped them achieve more productivity.

Showing your employees that you trust them to complete their work at home leads to happier and more fulfilled workers, and they are less likely to experience burnout. Feeling supported by employers is the key, and employees will have a more positive impression of the work they do, leading to an overall improvement in well-being at work.

Cutting down commute time

According to the Royal Society for Public Health, over half of commuters say their commute increases their stress levels. Flexible working can enable employees to use the spare time they have from not commuting into the office to better balance their work and personal commitments, for example, family responsibilities or the pursuit of personal interests. It can also help to alleviate anxiety for those that find travelling on crowded public transport a worry.

If you can offer employees flexible working or are restructuring your hiring process to include candidates looking for flexible, remote or hybrid roles, [get in touch here](#).

Say hi to Louise! 



“

**A problem shared is a
problem halved**

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