

THE CHALLENGE

Current State of Mental Health

- ✓ Recent Mind (May 2025) survey shows public attitudes and understanding of mental health are regressing.
- ✓ Mental health support systems are overwhelmed by growing demand.
- ✓ Individuals facing poverty and racism experience the greatest barriers to accessing support.
- ✓ The fundamental connection between mental wellbeing and all aspects of life is increasingly overlooked.

Impact on Workplaces

- ✓ Mental health issues cost UK employers approximately £56 billion annually through reduced productivity, sickness absence and staff turnover.
- ✓ 1 in 6 workers experience mental health problems in any given week.
- ✓ Only 1 in 3 employees feel comfortable discussing mental health challenges with their manager.
- ✓ 89% of workers with mental health issues report it impacts their working life.

THE OPPORTUNITY

Why Businesses Should Act

- ✓ Organisations that prioritise mental health see up to 30% reduction in sickness absence.
- ✓ Every £1 invested in mental health initiatives yields an average ROI of £5.
- ✓ Companies with strong mental health support report 21% higher employee engagement.
- ✓ Inclusive mental health programmes improve talent attraction and retention rates.

PRACTICAL STEPS FOR EMPLOYERS

Recognise the Whole Person

- ✓ Implement flexible working arrangements that accommodate personal needs.
- ✓ Provide access to financial wellbeing resources and support.
- ✓ Offer life event support bereavement, parenthood, divorce, etc.
- ✓ Train managers to understand the interconnection between work and personal stressors.

Create Inclusive Support Systems

- ✓ Ensure mental health resources are culturally appropriate and accessible to all.
- ✓ Provide multiple pathways to support digital, in-person, confidential.
- ✓ Train mental health first aiders representing diverse backgrounds.
- ✓ Remove financial barriers to accessing support services.

Advocate for Better Policy

- ✓ Join business networks focused on mental health improvement.
- ✓ Support campaigns for improved mental health services.
- ✓ Share successful initiatives with industry peers.
- ✓ Engage with local community mental health efforts.

Normalise Conversations

- ✓ Hold regular mental health awareness events.
- ✓ Encourage leadership to share personal experiences.
- ✓ Incorporate wellbeing check-ins into regular team meetings.

- ✓ Provide education on recognising signs of mental health challenges.

KEY STATISTICS

- ✓ 40% reduction in productivity when employees experience poor mental health.
- ✓ 70% of employees with mental health conditions actively hide their challenges at work.
- ✓ Companies with effective mental health programmes report 65% higher employee retention.
- ✓ 91% of Gen Z workers consider workplace mental health support when choosing employers.

GETTING STARTED

Quick Wins

- ✓ Conduct an anonymous mental health survey to understand specific workplace needs
- ✓ Establish a clear mental health policy and communicate it company-wide
- ✓ Train managers in supportive conversations and appropriate responses
- ✓ Create a central resource hub for mental health information and support options

For further information, get in touch with Tick HR Solutions

*Stats correct at time of writing 2024