

Leading on mental wellbeing

Transforming the role of line managers:

A blueprint for unlocking employee mental wellbeing and productivity

Today, Business in the Community's Wellbeing campaign launches a new report, which demonstrates that the role of line managers is crucial in supporting an organisational culture of wellbeing and strong performance. There is no single solution to achieving this and line managers need leadership and support to drive this change.

Call to Action for employers

The report includes an eight point check list for employers to ensure that they are embedding wellbeing into organisational culture (see reverse). As part of this, there are **two key Calls to Action** that we are recommending every business leader takes to drive the issue of workplace wellbeing forward:

- 1. Sign up to the Time to Change organisational pledge.**
- 2. Introduce Mental Health First Aid training for line managers.**

Mental Health First Aid is a licensed training product delivered by accredited trainers including Mental Health First Aid England and Mind. Training courses range from three hours to two days.

Signing the Time to Change pledge and introducing Mental Health First Aid training are proven catalysts for change within organisations, and are most effective when integrated as components of a strategic approach to embedding wellbeing into organisational culture using the Business in the Community **Workwell Model**.



How to embed wellbeing into organisational culture

1	Sign up to the Time to Change organisational pledge to tackle mental health stigma. This signals a commitment from the boardroom to promote positive mental wellbeing internally and externally.	✓
2	Use the 'Working Well' segment – which is one strategic element of the Workwell Model – to position mental health as a boardroom issue, on a par with physical health.	✓
3	Promote and communicate throughout the organisation that wellbeing is a key driver for productivity and maximising performance.	✓
4	Make employee wellbeing a core part of line manager job responsibilities , and provide line managers with the time, resource and training to support the staff they oversee.	✓
5	Recruit, promote and support line managers with excellent interpersonal skills , and/or cultivate these skills as part of their ongoing professional development.	✓
6	Support line managers to maintain their own wellbeing, in order for them to support others and set positive examples for their teams.	✓
7	Introduce Mental Health First Aid training to line managers. This builds literacy and knowledge around common mental health conditions to ensure that line managers can spot issues and that they feel confident and equipped to address these issues. Training a select number of line managers with this knowledge will benefit their peers, their teams and the wider organisational culture around mental health.	✓
8	Develop and promote clear referral or assistance pathways so line managers can take appropriate action to support employees.	✓

Download the full version of the *Leading on mental wellbeing* report at: <http://wellbeing.bitc.org.uk>

For further information on how to get involved and act please contact the Business in the Community wellbeing campaign team: danielle.wolman@bitc.org.uk

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