

SALISBURY CITY COUNCIL

Subject : Time to Change Employer's Pledge
Committee : Personnel Committee
Date : 15 July 2019
Author : Tracy Adams, HR Manager

1. Report Summary:

1.1. The report introduced Time to Change a mental health campaign and the Council's potential interaction with this campaign.

2. Background:

- 2.1. Time to Change is a mental health campaign in England, launched in 2007, with the objective of reducing mental health-related stigma and discrimination (See Appendix A for details of the Employers Pledge)
- 2.2. Time to Change is funded by Department for Health and Social Care, Comic Relief and National Lottery Community Fund and is led by MIND and Re-Think Mental Illness.
- 2.3. Time to Change aims to change attitudes and behaviour in the workplace and as part of this employers sign the 'Employers Pledge'
 - 2.3.1. By signing the Employer's Pledge, which has been signed to date by 1037 other employers, Salisbury City Council (SCC) would be committing to producing an action plan (supported by Time To Change advisors) on how SCC can continue to change attitudes and behaviours in the workplace. The Action plan will be signed in front of staff to demonstrate Council and management support
- 2.4. SCC will receive the following support:
 - 2.4.1. Coaching from Time to Change advisors
 - 2.4.2. Connections to other employers who may have implemented strategies that the Council can consider as good practice can be shared
 - 2.4.3. Invitations to masterclasses to learn from other organisations
 - 2.4.4. Access to online resources to deliver activity in the workplace

3. Recommendation:

It is recommended that the Committee:

- 3.1. Agrees that the City Council can sign the Time To Change Employer's Pledge and produce an action plan supported by Time To Change Advisors

4. Wards Affected: All

5. **Background papers:** Further information is available at <https://www.time-to-change.org.uk/get-involved/get-your-workplace-involved/employer-pledge>

6. Implications:

6.1. **Financial:** Nil in relation to this report

6.2. **Legal:** Nil in relation to this report

6.3. **Personnel:** As shown in the policy

6.4. **Environmental Impact:** Nil in relation to this report

6.5. **Equalities Impact Statement:** This policy applies to all.



let's end mental health discrimination

The Time to Change Employer Pledge

What is the Time to Change Employer Pledge?

The Time to Change Employer Pledge signals your commitment to changing how we think and act about mental health in the workplace and make sure that employees who are facing these problems feel supported.

By signing the Pledge you will join a growing movement in England across all sectors from FTSE 100 companies and leading retailers to Government departments and local authorities.

- Public Sector organisations in the South West area include:
- Bristol City Council
- Test Valley Borough Council
- East Hampshire District Council
- Dorset & Wiltshire Fire and Rescue
- Southampton City Council
- Plymouth City Council
- Gloucestershire Constabulary
- Bath and North East Somerset Council
- Office for National Statistics
- Borough of Poole
- Dorset County Council

Why sign?

Mental health is an issue your organisation can't afford to ignore:

- 1 in 6 British workers are affected by conditions like anxiety, depression and stress every year
- Mental ill-health is the leading cause of sickness absence in the UK, costing an average of £1,035 per employee per year
- 95% of employees calling in sick with stress gave a different reason

There is significant evidence to show that looking after the mental health of your employees makes business sense and increases productivity. Encouraging them to talk about their mental health can make a real difference to sickness absence rates, presenteeism levels, staff wellbeing and productivity. It also means that they are more likely to seek support before reaching crisis point resulting in them being signed off sick for longer periods. By taking action now, staff will feel more loyal and invested in your organisation which in turn increases retention rates. FTSE 100 companies that prioritise employee engagement and wellbeing outperform the rest of the FTSE 100 by an average of 10%.

How does the Employer Pledge address this?

Time to Change will work with you to develop an action plan to get your employees talking about mental health. This could include small actions such as running events for World Mental Health Day, to larger ones such as training line managers so they feel comfortable having conversations about mental health with their line reports.

Once your action plan action has been finalised we will send you a pledge board that a senior leader can sign in front of your employees to mark your commitment.

What we'll provide you with:

Signing the Time to Change Employer Pledge is free and we will offer dedicated support throughout the process as well as a year of support after you sign. This includes coaching on your action plan, connections to other employers and free masterclasses where you can learn from leading employers on how they have achieved success. We will also support you in recruiting Champions who will essentially drive this campaign forward. Champions will separately have access to training, peer support as well as access to working groups that involve champions from other organisations.

Since signing the Time to Change Employer Pledge:

- 95% said it had a positive impact on their organisation
- 80% of organisations agreed that it had helped to raise awareness of mental health amongst staff
- 50% reported a rise in staff disclosure of mental health problems, which helps to intervene early and prevent long term sickness

To find out more visit www.time-to-change.org.uk/employerpledge

Contact us: employers@time-to-change.org.uk 0208 2152 247