



The role of the safety rep on work related stress and Mental Health harm

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The role of the safety rep on work related stress and Mental Health harm

- Scale of the issue
- HSE Management Standards
- Equality Legislation
- Main Workplace Issues causing stress
- Reducing Stigma
- Role of Mental Health First Aiders
- Useful resources
- Share good practice



Scale of the issue

- 1 in 4 people will experience a mental health problem of some kind each year in England
 - 1 in 6 people report experiencing a common mental health problem (like anxiety and depression) in any given week in England
 - 1 in 5 people have suicidal thoughts
 - 1 in 14 people self-harm
 - 1 in 15 people attempt suicide
 - Men 3 times more likely than women to complete suicide
- 

Quiz 2024

- How many people were in contact with MH services (June 2024) 20,000, 200,000, 2,000,000?
- How many visits to the GP are about mental health? 1/3, 1/2, 2/3?
- What is the average waiting time between referral and second contact to access mental health support? 15 days, 30 days, 45 days?
- Every £1 spent on supporting employee's mental health, employers get what in return? £1.70, £4.70, £10.70
- How many UK adults experienced high or extreme stress in the past year 5/10, 7/10, 9/10

Quiz 2025

- In the last 12 months, claims to the Employment Tribunal have risen by
- 12%
- 22%
- 32%



Quiz

- What percentage of disabled workers have experienced bullying, discrimination and harassment at work.
- 29%
- 39%
- 49%



Quiz 2025

- Since 2020, all these neurodiverse conditions have seen a significant increase in employment tribunal decisions. Which has gone up by the most?
- Dyslexia
- Autism
- ADHD



Quiz 2025

- Is calling an autistic employee a “weirdo” disability discrimination?



Quiz 2025

- Can sighing at a colleague be classed as harassment?



HSE



HSE Management Standards
The Management Standards classify the principal causes of work-related stress into six key areas:


- Demands – this includes issues such as workload, work patterns and the work environment
- Control – how much say the person has in the way they do their work
- Support – this includes the encouragement, sponsorship and resources provided by the organisation, line management and colleagues
- Relationships – this includes promoting positive working to avoid conflict and dealing with unacceptable behaviour
- Role – whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles
- Change – how organisational change (large or small) is managed and communicated in the organisation



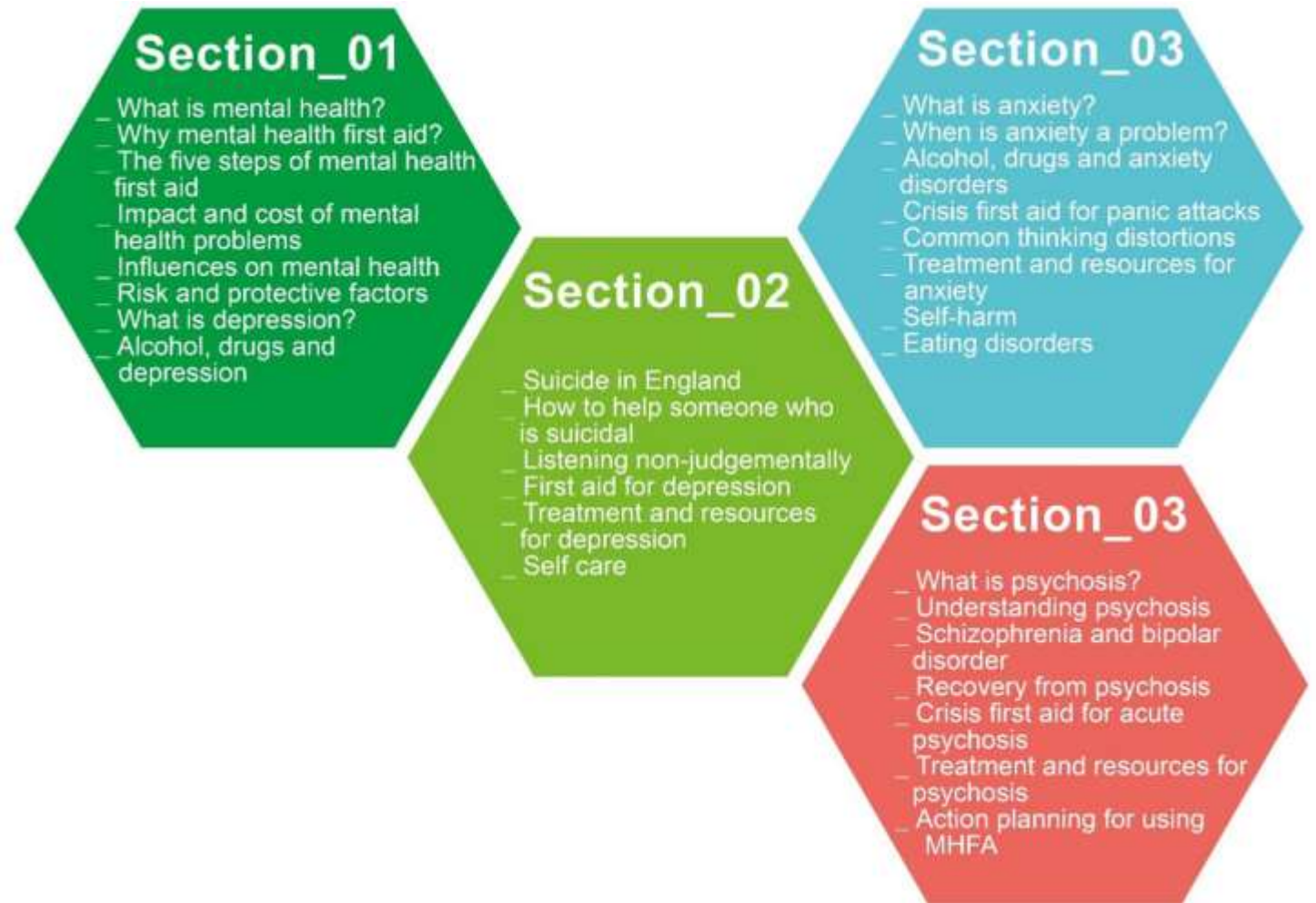
Group Activity

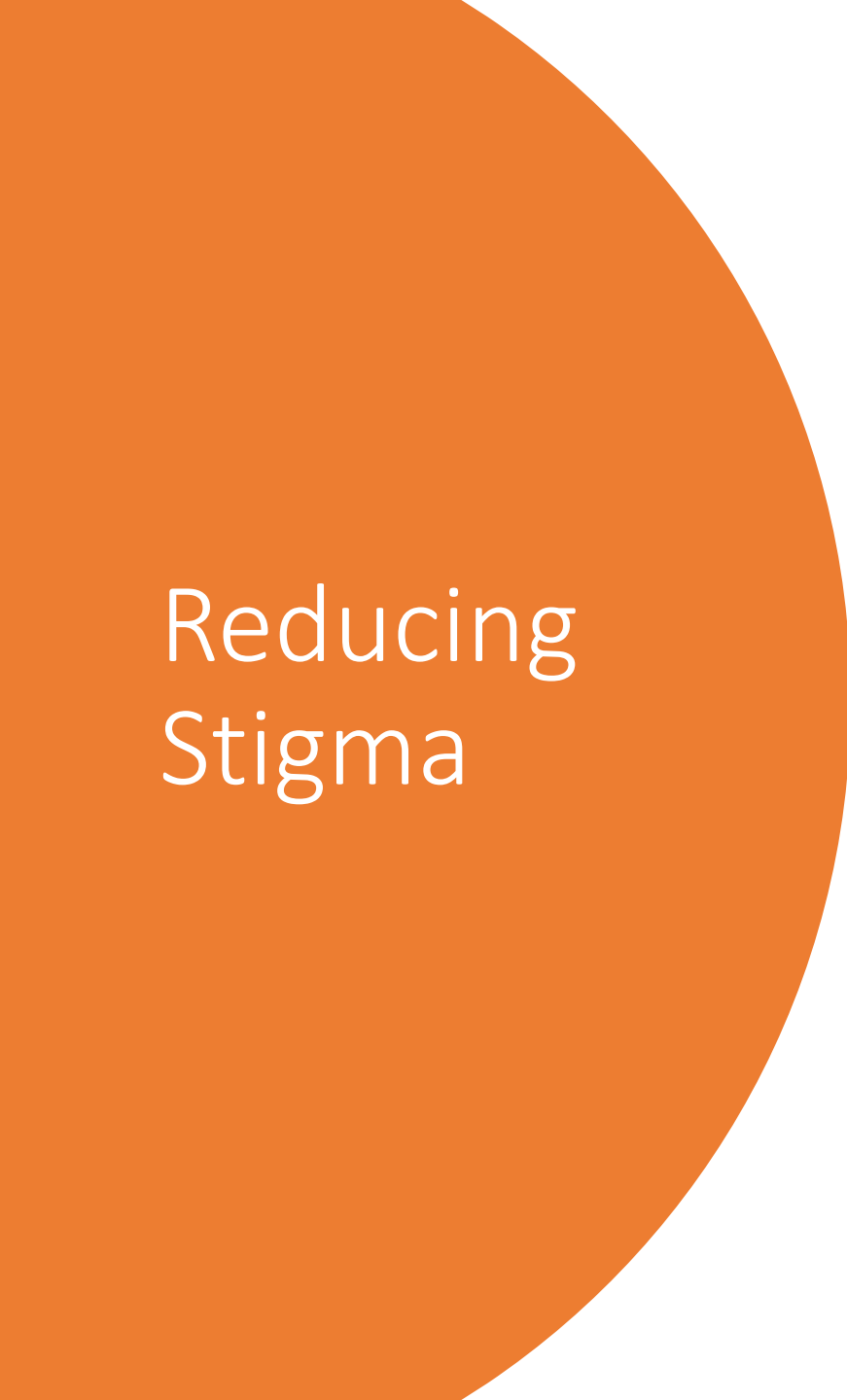
- What are the main issues that your members have faced around mental health at your workplace?

Aims of Mental Health First Aider


- To preserve life where a person may be at risk of harm to themselves or others
 - To provide help to prevent the mental health issue from becoming more serious before professional help arrives
 - To promote the recovery of good mental health
 - To provide comfort to a person with a mental health issue
 - To raise awareness of mental health issues in the community
 - To reduce stigma and discrimination
 - To improve own health and wellbeing
- 

MHFA course content





Reducing Stigma

- Normalising conversations
 - Equating Physical / Mental Health
 - Overcoming embarrassment
 - Non-judgemental listening
 - Asking open questions
 - Not rushing to 'fix the problem'
 - Collectivising issues
 - Challenging resilience
 - Trade Union responses
- 

Equality Legislation

- The Equality Act 2010 defines disability as:
- Having a mental or physical impairment that has a long term, substantial, adverse impact on a person's ability to carry out 'normal' day to day activities.
- A disability that will last for 12 months OR is likely to last for 12 months OR the disability will last for the lifetime of that person
- Some conditions covered from point of diagnosis (eg Cancer, HIV, Multiple Sclerosis)

Acas.org.uk

acas working
for everyone

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Health and wellbeing

Dealing with problems at work

[Home](#) > [Advice](#) > [Health and wellbeing](#)

Supporting mental health at work

If an employee has a mental health issue, it's important their employer takes it seriously. For example, it's a good idea to talk to the employee to find out what support they might need at work.

There are many types of mental health issue. An issue can happen suddenly, because of a specific event in someone's life, or it can build up gradually over time.

Share this page



Related content

[Coronavirus \(COVID-19\) and mental health at work](#)

Acas.org.uk


The screenshot shows a web browser window with the URL <https://www.acas.org.uk/reasonable-adjustments-for-mental-health>. The breadcrumb navigation is [Home](#) > [Advice](#) > [Disability at work](#). The main heading is **Reasonable adjustments for mental health**. Below the heading is a list of links:

- What reasonable adjustments for mental health are
- [Examples of reasonable adjustments for mental health](#)
- [Requesting reasonable adjustments for mental health](#)
- [Responding to reasonable adjustments for mental health requests](#)
- [Managing employees with reasonable adjustments for mental health](#)
- [Reviewing policies with mental health in mind](#)

At the bottom of the page, there is a section titled **What reasonable adjustments for mental health are** and a **Share this page** button with social media icons for LinkedIn, Twitter, and Facebook. A **Related content** section is also visible. The Windows taskbar at the bottom shows the search bar with the text 'Type here to search', the system tray with the date '24/08/2023' and time '13:28', and several application icons.



Acas.org.uk

- Changing someone's role and responsibilities
 - Reviewing working relationships and communication styles
 - Changing the physical working environment
 - Policy changes
 - Additional support
 - Case Studies ADHD, OCD, Autism
- 

How to
Support
mental
health at
work
Mental
Health
Foundation




How to
Support
mental
health at
work
Mental
Health
Foundation

1. Talk about your feelings
2. Keep active
3. Eat well
4. Drink sensibly
5. Keep in touch



How to
Support
mental
health at
work
Mental
Health
Foundation

6. Ask for help
 7. Take a break
 8. Do something you're good at
 9. Accept who you are
 10. Care for others
- 
- A decorative graphic consisting of several short, thick yellow dashes arranged in a curved, upward-sloping path in the bottom right corner of the slide.

mind.org.uk

The screenshot shows the Mind.org.uk website homepage. At the top left is the Mind logo, a stylized blue 'M' with a brain-like shape inside, followed by the word 'mind' in a lowercase, handwritten-style font. To the right of the logo are two buttons: a pink one labeled 'Get help now' and a green one labeled 'Make a donation'. Below the logo and buttons is a dark blue navigation bar with white text links: 'Information & Support', 'About Us', 'News & Campaigns', 'Get Involved', 'Workplace', and 'Shop'. On the right side of the navigation bar is a search bar with the word 'Search' and a magnifying glass icon. Below the navigation bar is a white content area. On the left, there is a section titled 'Information & Support' with a small image of hands holding a heart. The text below the title reads: 'When you're living with a mental health problem, or supporting someone who is, access to the right information is vital.' To the right of this section is another section titled 'Coronavirus' with a small image of a person working at a laptop. The text below the title reads: 'If you're finding things hard emotionally right now, you're not alone. We're here to provide information and support.' Below these two sections are four columns of links, each with a title and a horizontal line underneath. The columns are: 'Information & advice' (Types of mental health problems, A-Z mental health, Drugs and treatments, Tips for everyday living, Your Stories), 'Support' (Online peer support, Support and services, Find your local Mind, Helping someone else, Helplines), 'Your legal rights' (Legal rights, Sectioning, Disability discrimination, Discrimination at work), and 'Young people' (Information hub, Coronavirus hub, Introduction to mental health, How to get help and support, Your rights). On the right side of the content area, there is a dark grey sidebar with a white 'x' icon at the top, indicating a closed menu or search results.

mind.org.uk



How to implement
the **Thriving at Work**
mental health standards
in your workplace



A large orange circle on the left side of the slide, partially cut off by the edge.

mind.org.uk

1. Produce, implement and communicate a mental health at work plan
 2. Develop mental health awareness among employees
 3. Encourage open conversations about mental health and the support available when employees are struggling
 4. Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development
 5. Promote effective people management through line managers and supervisors;
 6. Routinely monitor employee mental health and wellbeing
- 
- A decorative yellow dashed line in the bottom right corner, consisting of several curved segments.

Unison Bargaining on Mental Health Policies



Unite Minds



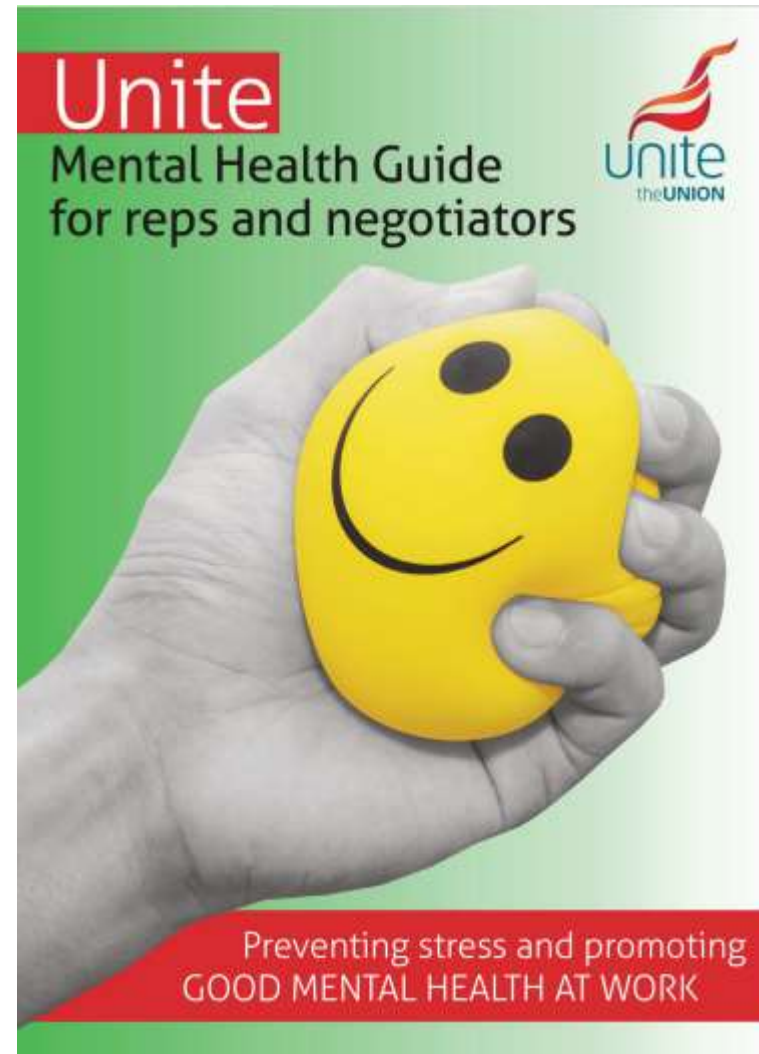
You need support
before you unravel



We are in this together. Unite will support you and fight in your corner.



Mental Health Guide for Reps and Negotiators





Group Activity

- What good practice can you share with the group about your union's/employer's approach to mental health?



Training
for reps

**Building Trade
Union
Representatives'
Support Networks**

**Trade Union Education
The Manchester College**

Information booklet



3 day Course Overview

Course overview

Learning outcomes

Activity 1 – Introductions

Activity 2 – Signs and Symptoms of stress

Activity 3 – Causes of Stress for Trade Union Reps

Activity 4 – What is burnout?

Activity 5 – Recognising our own needs as reps

Activity 6 – Are reps counsellors?

Activity 7 – Identifying where trade union reps are at risk

Activity 8 – Your union and support networks

Activity 9 – Setting up your support group

Activity 10 – Effective Communication

Activity 11 – Signposting and safeguarding

Activity 12 – Action planning

TUC Mental Health Workbook



Mental health and the workplace

A TUC Education workbook



Zero Suicide Alliance



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[About suicide](#) ▾

[Training](#) ▾

[Research and data](#) ▾

A close-up photograph of a young Black man with a mustache, looking directly at the camera with a serious expression. The image is overlaid with a semi-transparent dark blue filter.

Suicide Awareness Training

Hub of Hope

Hub of Hope 

Service provided by Chasing the Stigma

There is always hope...

find support that's right for you

 [Click to Find Nearby Services](#)

Or enter an address, city or postcode

SE1 7PB



rethink.org



factsheet

Depression

This factsheet might be useful to you if you have depression or if you think you might have depression. It explains the causes, symptoms, and treatments of depression. This information may also help you if you're a carer, friend or relative of someone living with depression.

Key Points.

- Some signs of depression are feeling low, feeling bad about yourself and not wanting to do things.
- Depression affects different people in different ways.
- If you think you might have depression you can speak to your GP.
- Depression may be treated with medication and talking treatments. Self-help techniques, peer support groups and coping strategies can also help.
- Different things can lead to depression. Your upbringing, stressful events and your lifestyle might all have an effect.
- If you feel low, getting enough sleep and eating healthy foods might help. It might also help to keep active, even if you don't feel like it.

Working Minds HSE Campaign

PREVENT STRESS AT WORK TO SUPPORT GOOD MENTAL HEALTH

REACH OUT

Start a conversation – the first step towards preventing work-related stress and supporting good mental health.

RECOGNISE

The signs of stress in individuals and teams. There are six main areas that may cause issues if not managed well.

SIX AREAS TO CONSIDER:

- Demands
- Control
- Support
- Relationships
- Role
- Change

RESPOND

Action points and solutions should be agreed together between employers and workers.

REFLECT

Monitor and review the actions you've taken, or not taken in some cases.

MAKE IT ROUTINE

Ask how people are and check-in on mental health and stress. Together, we can make talking about how people are feeling, normal.



No matter where you work, employers have a legal duty to identify risks and agree ways to prevent work-related stress and support good mental health.

For practical advice and ideas, see www.workright.campaign.gov.uk



Scan the QR code to visit the website

WORKING MINDS
MAKE IT ROUTINE
A PART OF THE HSE WORKING MINDS CAMPAIGN

Working Minds

HSE Campaign Calendar

WORKING MINDS
MAKE IT ROUTINE
• READY • SET • GO •

**PREVENT STRESS AND SUPPORT
MENTAL HEALTH AT WORK**

DATES FOR YOUR DIARY 2025

FEB 6 Time to Talk Day 10-14 Mind Your Head	APR Stress Awareness Month	MAY 12-18 Mental Health Awareness Week
JUN 9-15 Men's Health Week	OCT 10 World Mental Health Day	NOV 3-7 International Stress Awareness Week 5 Stress Awareness Day

The law requires all employers to prevent work related stress to support good mental health in the workplace by doing a risk assessment and acting on it.

Help drive change across Britain's workplaces by using these key moments to promote the Working Minds campaign and free resources.

ACCESS FREE RESOURCES

workright.campaign.gov.uk/workingminds



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TRANSLATE THIS PAGE

Hazards, number 161, 2023

ENHANCED BY [Ge](#)

Dave Smith's guide to organising. No.21. Resilience is not the answer



Patching up stressed workers and sending them back or helping them become more 'resilient' is a bad answer to a really bad problem. Workers don't need thicker skins, says safety organiser **Dave Smith**. They need to challenge the working conditions that created toxic workplaces in the first place.

RESISTANCE!

Patching up stressed workers and sending them back or helping them become more 'resilient' is a bad answer to a really bad problem. Workers don't need thicker skins, says safety organiser **Dave Smith**. They need to challenge the working conditions that created toxic workplaces in the first place.

Related stories

- Post chief forced to admit workforce tracking
- Precarious work stresses you out


Hazards webpages

- Stress
- Organising
- Dave Smith's Organising 101
- Deadly business





Thanks for
listening and
participating

- 
- Any final questions or contributions?
 - Nigel Williams
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