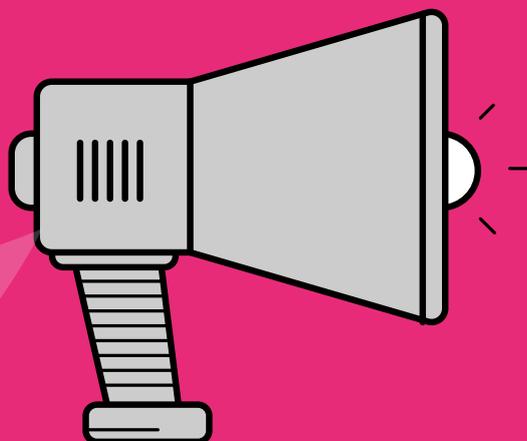




Building block 2

Case study: Conditions for safe, effective and pertinent disclosure

A case study from Babcock





From the engagement workshops delivered by See Me in two locations and from the See Me in Work staff survey, we found out that our employees' perception is that Babcock has the legal requirements in place as well as the policies and procedures, including flexible working, to encourage disclosure and address any mental health problems. However, these are not necessarily applied consistently across the business. The way mental health problems are dealt with as well as return to work depends very much on the attitude and behaviour of line management. Employees are still afraid to disclose for fear of discrimination in the workplace, or afraid that this might be seen as a sign of weakness.

Good mental health and good management go hand in hand, and there is strong evidence that workplaces with high levels of mental wellbeing are also more productive. We developed an improvement plan together with See Me following the results from the survey and the engagement workshops. The improvements include revision of our induction process, further training for managers, review of our in work and return to work procedure and the creation of mental health and wellbeing spaces to encourage safe disclosure, all reinforced with an internal communication campaign. We have ran awareness workshops '*Bun and a Blether*', SafeTALK, Suicide Prevention and Mental Health First Aid training, promoted the role of our mental health first aiders: who they are and their locations, as well as further advertised our Employee Assistance Programme. Events such as 'Time to Talk Day', the See Me Pass the Badge campaign and our Mental Health Selfie campaign in support of the BBC #1in4 campaign, are helpful in keeping the message alive and to reinforce awareness and our commitment to create a mentally healthy workplace at Babcock. We have reintroduced the See Me in Work e-Learning and are looking into introducing more awareness sessions as well as further Mental Health First Aid training sessions.

One of the big changes that we've noticed in our employees is that they feel more comfortable to approach a vulnerable individual. It also gave them the skillset to identify mental health problems not only within themselves but also within their extended family and friends. We have had a few cases of employees coming to us to thank us for the support because it had helped them deal with family members as well as colleagues who are going through challenging times.

Our take-home message: Tackling mental health stigma and discrimination is foundational to driving mental health improvement in the workplace. It might be extremely difficult for people to talk about their feelings at work but if you have a supportive colleague or manager who has been trained and to whom you can talk to, it can really make a difference and help them remain in work with reasonable adjustments.



Contact:

Visit the See Me website

<https://www.seemescotland.org/workplace/>

for other case studies, helpful information and practical resources.

