

**Thriving at Work
Mental Health at Work Intervention Summary**

Name	<i>Team Mental Health Workshops</i>
What does it aim to achieve?	<i>Challenge the stigma attached to mental health by stimulating open discussions within teams. Workshops aim to increase awareness of the causes, effects and prevalence of various mental health issues and provide basic guidance on how to identify and support someone suffering from mental ill health.</i>
What evidence supports it?	<i>None specific, but aligns with Time to Change message to “change the way we all think and act about mental health problems”</i>
Costs	<i>External: Low Internal: Time for employees to attend 3 x 1 hour workshops</i>
Effort levels	<i>Medium</i>
Links to resources	<i>OVO Energy have developed 3 slide decks to support 3 one hour team workshops</i> <ol style="list-style-type: none"> 1. <i>Mental health risk factors, attitudes and common conditions</i> 2. <i>Identifying mental ill health conditions and how you can help</i> 3. <i>Sharing experiences and maintaining positive mental health</i> <i>Decision required on whether to share material and whether to get material reviewed by experts (T2C, Mind) before publishing.</i>
Local sponsor	<i>Name: Stephen Harris Organisation: OVO Energy Contact details: thrive.bristol@bristol.gov.uk</i>

Local case study: OVO Energy

This idea came from one of our Mental Health Champions that had completed the Skills Network Level 2 Certificate in Awareness of Mental Health Problems¹. One of the aims was to cascade some of the knowledge gained through this course, but the primary goal was to stimulate open discussion about mental health between team members that work and sit together every day.

We ran an initial trial of 3 one hour workshops with 5 teams from across the business. The sessions were facilitated by a team member that had either completed the Level 2 certificate or Mental Health First Aider training. The feedback from the trial was overwhelmingly positive with 83% of attendees finding it useful and 96% taking new learnings from the sessions.

We are now rolling our “train the trainer” sessions where guidance is given on how to facilitate these workshops to people that volunteer to run the sessions for their team, and we will promote this initiative and encourage as many teams as possible to take part. We view these sessions as an excellent way to create an open forum for conversation between colleagues that de-stigmatises mental health and to also provide guidance to teams on how they can support each other in taking steps to maintain positive mental health.

Links to Thriving at Work Core Standards?	
Produce, implement and communicate a mental health at work plan	N
Develop mental health awareness among employees	Y
Encourage open conversations about mental health and the support available when employees are struggling	Y
Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development	N
Promote effective people management through line managers and supervisors	N
Routinely monitor employee mental health and wellbeing	N

¹ <https://www.theskillsnetwork.com/employers/courses/mental-health-training-courses-level2-certificate>



Improving mental
health for all