

Thriving at Work Mental Health at Work Intervention Summary

Name of intervention	<i>Share Your Story</i>	
What does it aim to achieve?	<i>Promoting an open environment for people to share and read stories about others' experiences with mental health. Helping raise awareness and understanding about a variety of different mental health issues and inspire others to want to talk about their own experiences.</i>	
What evidence supports it?	<i>None specific. However, stories on the intranet have received a huge number of 'likes' and comments and since launching the initiative, more and more people have signed up to share their story.</i>	
Costs	<i>External: Zero Internal: Low - it doesn't have to be on an intranet page, could be a notice board/on a screen</i>	
Effort levels	<i>Medium - Someone needs to lead of gathering and editing stories.</i>	
Links to resources	<i>OVO Energy have developed an online form into which people can provide details of their story. Decision required on whether to share this form and whether to get it 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		
<p>This idea started when one of our employees wanted to share their story regarding a mental illness that they wanted to raise awareness about. The response they got was phenomenal and the amount of people also wanting to share their story exploded. This was the response we wanted - people to feel empowered to share something so personal with the wider business, to try and help others to open up the conversation about mental health.</p> <p>We have now created a template for people to use when filling out their story to help guide people with the information required and help them construct it. Submissions are sent to the Internal Comms team who review it and upload it onto our Kitchen Table Intranet site. We have had stories about anorexia, depression, anxiety and bi-polar disorder.</p> <p>The stories are published once and month, which allows their impact to be greater as it doesn't get swallowed up by other communications happening within the company. The main reason this works and is so powerful, is because it is driven by employees wanting to share their story. We have had managers and advisors and people from different areas of the business which inspires others to know that at any level we support mental health and support our employees.</p>		
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