

“See Me in Work: Creating a healthy working environment, free of mental health stigma and discrimination”

About See Me

See Me is Scotland's national programme to end mental health stigma and discrimination. Our vision is to enable people who experience mental health problems to live fulfilled lives. See Me is funded by Scottish Government and Comic Relief, and is managed by the Scottish Mental Health Association (SAMH) and the Mental Health Foundation (MHF).

We want to change the culture around mental health so people feel confident enough to speak about how they are feeling and can ask for help if they need it, without the fear that they will be stigmatised and discriminated against. To do this we are targeting key settings where people face stigma and discrimination; in work, education, health and social care, and in their local communities.

About See Me in Work

Work is a key factor in supporting and protecting mental health. Many people with mental health problems want to be at work, and they value the part it plays in their lives. There is a growing awareness of the importance of good mental health and wellbeing in the workplace. Line managers report a growing need for help and support. At a strategic level and of concern to HR professionals and senior managers, there is a need for organisations not only to address the challenge of staff absence and presenteeism, but also to maximise the opportunities to recruit, tap into and retain talent.¹

See Me in Work aims to support employers to create a working environment that encourages an equal and fair recruiting process for those seeking employment; where people feel safe and able to talk openly about mental health, and ensures those returning to work following ill-health are fully supported back into the workplace. By doing this, we hope that employees who are experiencing problems will be supported and where possible will stay well and in work.

More specifically, See Me in Work aims to:

- Support organisations to address mental health and stigma and discrimination issues in work
- Encourage employers to take action, to create a work environment where staff feel safe and able to talk openly about mental health issues
- Signpost to help and support for staff experiencing mental health problems.

See Me in Work's structure

The See Me in Work programme currently offers four levels of engagement, depending on how much involvement and commitment an organisation wants to have:

Level 1: Sign up and get involved

Organisations that are aware of mental health stigma and discrimination within the workplace and want to support their staff can sign up for updates on good practice via the

¹ “Added Value: Mental health as workplace asset”, Mental Health Foundation (2016), report <https://www.mentalhealth.org.uk/publications/added-value-mental-health-workplace-asset>

See Me website. Organisations are then added to a mailing list and receive regular newsletters from See Me.

Level 2: Engage and make a commitment

The next level involves the organisation's senior management team committing to undertaking an online Mental Health Check with staff and taking action based on the results. All data provided will be treated as confidential and anonymised whenever used, in line with the Data Protection Act 1998.

The **Mental Health Check** is a survey questionnaire for all staff in the organisation to establish a baseline; identify any gaps, and track improvements. It involves a two stages:

- 1) Developing an organisational profile, a brief profile about the size and nature of the workplace and how policies, training and practice reflect the extent to which the organisation currently addresses mental health stigma and discrimination in work.
- 2) Completing our Mental Health Check survey for staff to measure knowledge, attitudes and experience in relation to key areas of the employment process:
 - Pre-employment
 - At Work
 - Training
 - Returning to work
 - Organisational Culture.

In conjunction with the MHF, See Me will then produce and discuss with the organisation, a **Mental Health Check report** of the survey results based on staff responses. The report uses a traffic-light system to identify areas of strength and improvement:

- **Green rating** indicates that the organisation is likely to have clear policies, procedures and practice to support staff with mental health issues.
- **Amber rating** indicates that the organisation may need to review policies, procedures, practice and/or training to improve staff and managers' awareness, attitudes and/or ability to support staff with mental health issues.
- **Red rating** indicates areas of concern relating to policy, procedures, practice and/or training. A review of policies, further education and senior management 'buy in' may be required for progress to be made. It may also indicate that the organisation is failing to meet legal requirements and this should be reviewed as a priority.

See Me will then work with the organisation to develop a 1-year **action plan** based on findings from the Mental Health Check report. This action plan sets out activities aimed at improving policies and procedures on stigma and discrimination; training for managers and staff, and ensuring that all staff are educated on their rights and available support.

Poor mental health costs Scottish employers over £2 billion every year². Organisations can use our **cost calculator** to get an instant estimate of costs, based on the number of employees, attributable to mental ill health and potential savings made possible through raising awareness, developing understanding and making reasonable adjustments. The cost calculator can be found at: <https://www.seemescotland.org/workplace/see-me-in-work/level-2-engage/cost-calculator/>

Level 3: Transform practice

² "What is it worth it now? The social and economic costs of mental health problems in Scotland" report, Scottish Mental Health Association (2011), https://www.samh.org.uk/documents/Whati%CC%81s_it_worth_now.pdf

Organisations that complete level 2 are strongly encouraged to progress to the level 3, which focuses on **implementing the organisation's action plan** to transform practice on removing stigma and discrimination on mental ill-health within employment. It involves delivering, monitoring and evaluating the activities set out in the action plan, as well as getting recognition for results. See Me provides a number of resources and campaigns to enable organisations to achieve this, including:

- **See Me e-learning programme for managers and staff**, which provides guidance on understanding the impact of mental health stigma and discrimination, rights and good practice at every stage of your working life – from recruitment, when in work and when returning to work following a period of ill-health. The programme includes a series of videos based on real people's experiences to balance out 'the drama' portrayed. The programme consists of six chapters, which cover:
 - Stigma and discrimination in work
 - Recruitment and applying for a new post
 - Recognising signs and symptoms and tackling performance issues
 - Disclosing a mental health problem in work
 - Why colleagues can have a positive role in supporting someone with a mental health problem
 - Returning to work – reasonable adjustments.

Each chapter includes hints, tips and downloadable resources. Further details including learning objectives and frequently asked questions can be found at <https://www.seemescotland.org/e-learning/>.

- **See Me campaigns**, which are an effective way to open up conversation and get people talking about mental health issues. For instance:
 - Power of Ok: <https://www.seemescotland.org/our-movement-for-change/>
 - Walk a Mile: <https://www.seemescotland.org/our-movement-for-change/walk-a-mile/>
 - Pass a Badge: <https://www.seemescotland.org/our-movement-for-change/pass-the-badge/>.

Level 4: Perform and enhance

Level 4 is the highest level of engagement that See Me currently offers. It aims to showcase the organisation's achievements and start a cycle of continuous review, learning and improvement.

Once the 1-year action plan has come to an end the organisation **repeats the organisational profile** and **the Mental Health Check survey** to identify improvements and progress made. See Me produces a report of the findings, discusses the results with the organisation, as it was done in Level 2, and co-produce a **3-year action plan** based on the findings from the second Mental Health Check survey.

Organisations that reach Level 4 are invited to become **See Me in Work partners**, having proven their commitment to ending mental health stigma and discrimination in their workplace. There are currently four See Me in Work partners: Standard Life, Ceartas, Royal Society of Edinburgh and HMRC Aberdeen. These organisations are in the process of completing their second Mental Health Check survey.

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