

time to change

let's end mental health discrimination

The Time to Change Employer Pledge

What is the Time to Change Employer Pledge?

The Time to Change Employer Pledge signals your commitment to changing how we think and act about mental health in the workplace and make sure that employees who are facing these problems feel supported.

By signing the Pledge you will join a growing movement of more than 1200 employers in England across all sectors from FTSE 100 companies and leading retailers to Government departments and local authorities.

Why sign?

Mental health is an issue your organisation can't afford to ignore:

- One in four British workers are affected by conditions like anxiety, depression and stress every year
- Mental ill-health is the leading cause of sickness absence in the UK, costing an average of £1,035 per employee per year
- 95% of employees calling in sick with stress gave a different reason

There is significant evidence to show that looking after the mental health of your employees makes business sense and increases productivity. Encouraging them to talk about their mental health can make a real difference to sickness absence rates, presenteeism levels, staff wellbeing and productivity. It also means that they are more likely to seek support before reaching crisis point resulting in them being signed off sick for longer periods. By taking action now, staff will feel more loyal and invested in your organisation which in turn increases retention rates.

Since signing the pledge, 95% of employers have said it has had a positive impact on their organisation.



How does the Employer Pledge address this?

Time to Change will work with you to develop an action plan to get your employees talking about mental health. This could include small actions such as running events for World Mental Health Day, to larger ones such as training line managers so they feel comfortable having conversations about mental health with their line reports.

Once your action plan action has been finalised we will send you a pledge board that a senior leader can sign in front of your employees to mark your commitment.

What we'll provide you with:

Signing the Time to Change Employer Pledge is free and we will offer dedicated support throughout the process as well as a package of support after you sign. This includes coaching on your action plan, connections to other employers and free masterclasses where you can learn from leading employers on how they have achieved success.

Since signing the Time to Change Employer Pledge:

- 95% said it had a positive impact on their organisation
- 80% of organisations agreed that it had helped to raise awareness of mental health amongst staff
- 50% reported a rise in staff disclosure of mental health problems, which helps to intervene early and prevent long term sickness

To find out more visit www.time-to-change.org.uk/employerpledge

Contact us: employers@time-to-change.org.uk