

Are you compliant with the new ACAS guidance on Mental Health?

ACAS has recently published recommendations for employers to proactively implement strategies for addressing mental health issues in the workplace and for promoting positive mental health. The guidance sets out the documents and training that an employer should have in place, emphasising the need to educate management on mental health issues, to change attitudes and to fight stigma.

ACAS guidance is highly important and influential, and is often considered by Employment Tribunals and courts in deciding whether an employer has met the standards required of a reasonable employer. To avoid increased risks of liability under employment and personal injury law, it is vital that employers put in place the documentation, training and engagement programmes set out in the ACAS guidance.

What we offer – see the enclosed leaflet for full details of what we offer

- **Complete ACAS-compliant package:** We offer an innovative training, education and engagement package with separate elements tailored to HR, staff and managers, and provide the documents recommended in the ACAS guidance.
- **Total flexibility:** The package can be purchased in its entirety or each element of it is available separately so as to fit into your business' own needs or to complement any roll out of documentation or training that has already taken place within your organisation.
- **Legal and mental health expertise:** Our training and documentation is provided by employment law specialists who are experienced in dealing with disability, absence management and performance issues and are also certified in Mental Health First Aid. We are therefore in a position to offer a complete package that will help you to:
 - benefit from both practical and professional advice
 - create a mentally healthy workplace
 - ensure ACAS compliance
 - protect against discrimination, unfair dismissal and personal injury claims
 - ensure managers are mental-health aware and able to spot and manage the signs of mental health issues.

Why is it important?

According to mental health charity Mind, one in four people will experience mental ill health each year.

High stress, combined with an unsupportive workplace culture may lead to mental ill health, which in turn impacts upon productivity. The total cost to employers due to absences for mental ill health reasons is estimated at £26 billion per year.

The methods of dealing with such issues will not always be as obvious as it is with a physical problem, particularly as the nature of the illness may not be clear, or even known by the employee. If not handled correctly, management interventions can exacerbate conditions, lead to increased sickness absences, loss of productivity, and increase the potential for costly mistakes at work. Failure to properly manage mental health can also lead to the loss of talented staff as well as exposing your business to potentially very costly discrimination, unfair dismissal and personal injury claims, together with the attendant risks to your organisation's reputation and brand.

By creating the appropriate documentation and implementing an education and training programme, with our support, you can encourage good mental health in the workplace and improve culture, efficiency and mark your business out from the crowd.

Find out more

For further information please see the enclosed leaflet.

You can contact us at mentalhealth@wedlakebell.com or on 020 3697 7201