

# MENTAL HEALTH AT WORK COMMITMENT

We recognise the importance of having a mentally healthy workforce across the emergency services community. We are proud to be working together to create a culture where everyone can speak out without fear of judgement, and for our people to feel supported and know where to access support should they need it.

We are uniting to sign the Mental Health at Work Commitment ('the Commitment') on behalf of our member organisations to support the mental health of emergency responders across the United Kingdom. In signing this Commitment, we are publicly endorsing the six standards that follow, and committing on behalf of our member organisations that these Commitments will be adopted and integrated into their workplace.

These standards will be integrated into existing wellbeing strategies. In addition, we will develop

a Wellbeing Impact Assessment to be applied to new and existing policies under review. This will improve our understanding of the potential impact that individual policies are having on the psychological wellbeing of staff — and help us to identify ways to maximise positive impact and mitigate negative impact, where possible.

We welcome the bespoke guidance accompanying the Commitment which has been informed by mental health charities and emergency service experts in recognition of the unique challenges faced by our workforces. This guidance aims to make it easier for our member organisations to implement each standard and drive change. As a living document, it will also showcase innovative and best practice.

Furthermore, we welcome future assessments by the respective independent inspectorates or regulatory bodies to further improve mental health support.

We are immensely proud of the bravery, selflessness and dedication to duty shown by emergency service personnel right across the UK, and recognise the stresses and strains that

## The standards:

1. Prioritise mental health in the workplace by developing and delivering a systematic programme of activity
2. Proactively ensure work design and organisational culture drive positive mental health outcomes
3. Promote an open culture around mental health
4. Increase organisational confidence and capability
5. Provide mental health tools and support
6. Increase transparency and accountability through internal and external reporting

come with this challenging work. We are proud to declare publicly on behalf of our members that the mental health and wellbeing of our people is a priority and that we will work together to continue to develop a culture of openness and support.

