



Mental Health Tick



Introducing the Mental Health Tick

What is the Tick?



Independent assessor of successful mental health aware organisations

Supported by the Society of Occupational Medicine





What are the aims?

- ▶ To recognise culture, ethos, and commitment throughout the organisation
- ▶ To help organisations strategise their employee wellbeing
- ▶ It is an Independent kite mark – one solution does not do or fit all
- ▶ To recognise the impact of what measures have been put in place
- ▶ To recognise employee services and engagement
- ▶ Give organisations an accreditation that candidates can trust



What the Tick is not

- ▶ Awarded for being 'Mental health friendly' – it only takes one person to make one manager to make an organisation unfriendly
- ▶ A charter
- ▶ A 'mental health washing' exercise
- ▶ Something to get at the start of a journey
- ▶ Claiming to have an impact – the accreditation is the recognition of the impact



Evidence base

- ▶ **ACAS**
- ▶ **Health and Safety Executive**
- ▶ **Mental Health Foundation**
- ▶ **National Institute of Clinical Excellence**
- ▶ **Thriving at Work Leadership Council**
- ▶ **World Health Organisation**
- ▶ **Society of Occupational Medicine**



Submissions

- ▶ Organisations self-asses against set criteria and provide evidence to back up their self-assessment
- ▶ They share a link with us to ask for staff willing to be interviewed by us as part of the assessment, this enables us to get a more unbiased understanding
- ▶ Interviews and submission assessments are carried out by qualified assessors



Mental Health Organisational Standards

The assessment covers 23 criteria in separate areas of mental health awareness in the organisation.

The standards are split into Bronze, Silver and Gold accreditation.

▶ **Awareness**

Strategy, development, integration, leadership, employee recognition and organisational awareness and accessibility.

▶ **Culture**

Coordination, policy, engagement, operational support, celebration

▶ **Training and Development**

Resources, monitoring, universal access, diversity, screening



For example:

► **Awareness Criteria 1.1**

Written strategy based on a clear ethical and value based statement for mental health and wellbeing across the organisation to be implemented.

Bronze: Basic statement

Silver: Also, the statement considers organisational and business needs and the capacity and nature of the organisation

Gold: Also, evidence of an evaluation cycle, reporting and targeting.



Assessment and verification

► Assessors

Assessors are qualified at a minimum of degree level/level 6 in a subject relevant to mental health in the workplace. This includes occupations such as occupational health, occupational health nursing, psychological wellbeing practitioner, psychologists (at Master's level or above).

► Verification

Assessments are verified to ensure the assessment process is fair and valid

Per assessment a portion is verified

Standardisation across assessors at least once per year



Assessment fees

Number of staff (including contractors)	Guide Price (includes first year's accreditation)
1-9	£350
10-20	£900-£1500
21-50	£2,250
51-100	£2,600
101-150	£3,050
151-200	£3,500
201-250	£3,950
251-750	£4,400
751-1500	£4,850
1501-2500	£5,050
2500+	Please contact us for a tailored costing

Fees apply per company (i.e. organisations with different companies in different territories need to apply for each)

► Partnership opportunities

Discount option – partner organisation’s members can receive a discount for initial Assessment

Referral option – partners receive a referral fee based on the initial assessment