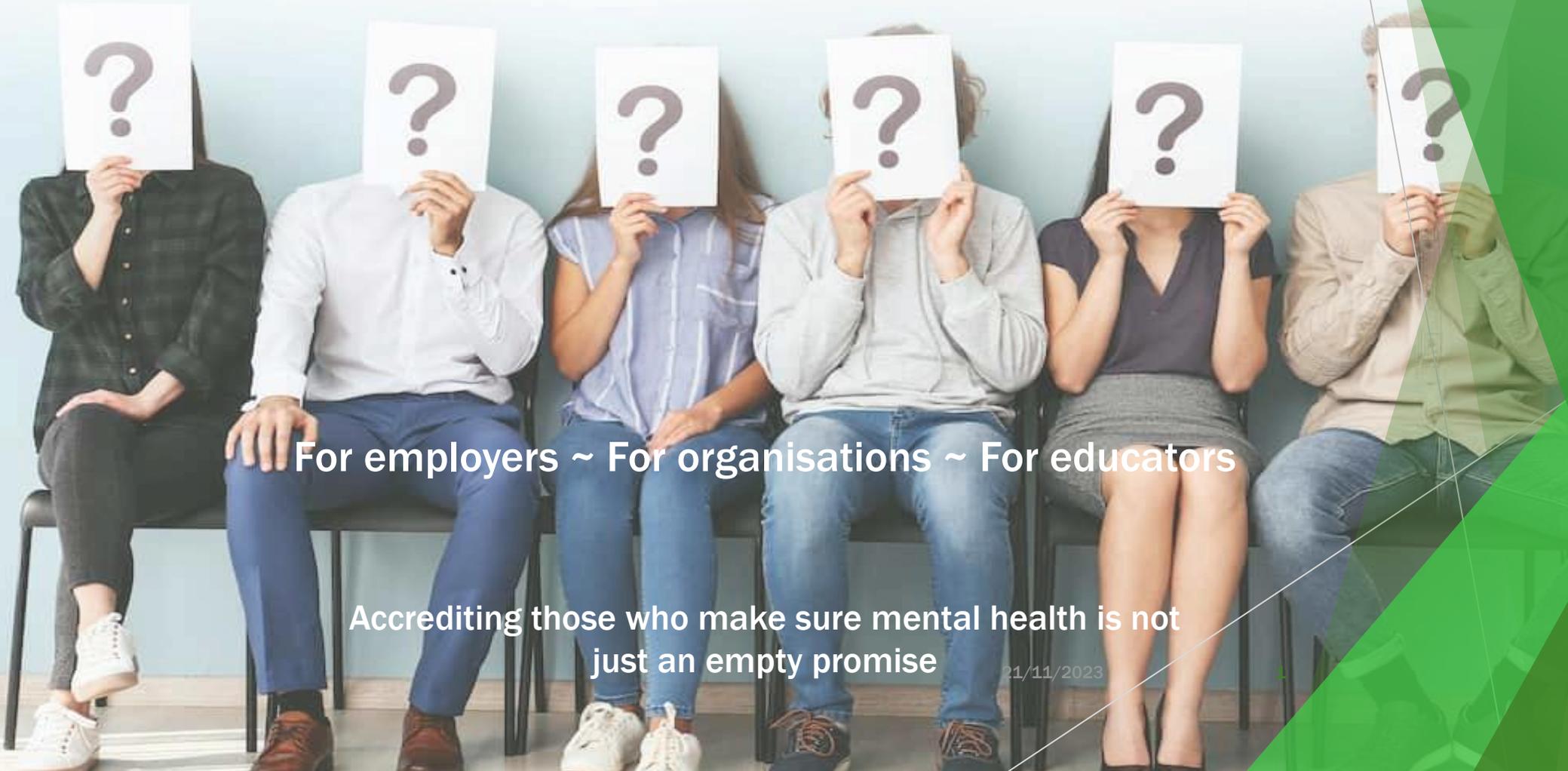




Mental Health Tick



For employers ~ For organisations ~ For educators

Accrediting those who make sure mental health is not
just an empty promise

21/11/2023



Mental Health Tick

A recognised accreditation scheme for mental health aware organisations

What is the tick?

Here at the Mental Health Tick, we do not believe in ticking boxes as an effective solution to supporting mental health needs. Instead, we believe it takes a culture and a community to make mental health support effective across an organisation. Based on evidence, research and guidance, including:

- ▶ ACAS
- ▶ Mental Health Foundation
- ▶ NICE
- ▶ Thriving at Work Leadership Council
- ▶ WHO

The Mental Health Tick standard for addressing mental health needs in a workplace was developed based on existing research, with the contribution of specialists working in different sectors and specialisms.

The development was led by Richard Daniel Curtis and supported by Southampton City Council, University of Sheffield, King's College London, British Psychological Society, and OneFile.

The Mental Health Standard for workplaces is a holistic, research based and functional guidance for how organisations can practically meet staff's mental health needs and shape supportive culture.



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Why the tick?

The Tick aims to increase employee retention, reduce employee turnover, attract new talent as well as strengthen the public's trust in organisations

- ▶ The Tick builds reassurance and trust in the organisation's ability to fulfil the promises. Current employees grow in appreciation and loyalty to the workplace.
- ▶ To the prospective employees the Tick communicates supportive culture and credibility, thus placing your workplace in an advantageous position over others.
- ▶ The Tick demonstrates to the public that the organisation cares about people's wellbeing and their corporate social responsibilities. It also acts as a PR asset helping to promote the brand and shape public image.



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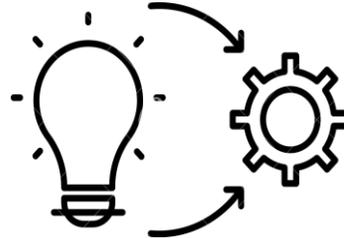
Journey to the tick

Plan



Establish a plan with your staff to develop mental health awareness. Pledges, commitments, charters, and other schemes can be an effective vehicle for driving this

Take Action



Put your plan into action by reviewing your progress against your promises and pledges

Recognise



Receive the Mental Health Tick as a public acknowledgement that you have met the Mental Health Standards for a workplace



We consider 3 levels of awareness in an organisation

Training and Development

For those in crisis, there is an expectation that an organisation has staff trained to assist and signpost to appropriate support services.

High-emotion roles are risk assessed to ensure that staff are kept safe. Professional development and training needs in mental health are identified across the organisation.

Awareness

A mentally healthy organisation is one that makes sure that all staff (and volunteers) have access to mental health awareness training. Organisations should have in place online or in-person learning covering:

- ▶ What is Mental Health?
- ▶ Factors affecting Mental Health
- ▶ Common low-level Mental Health problems
- ▶ The impact of Mental Health difficulties
- ▶ Ways you can help others' Mental Health



Culture

It takes action from the top down to set the values, ethos and culture of the organisation and make it alright to recognise the full spectrum of mental health (from good wellbeing down).

One of the biggest factors that help decrease the chances of poor mental health becoming a difficulty is the access to a support network and the right culture helps to support people to talk about their experiences.

Programmes, such as the Mental Health Aware Leadership qualification, train those who influence the culture and ethos of teams and organisations to reflect on their leadership styles and meet the needs of their staff.



To gain this national accreditation sign of good practice, organisations need to:

- ▶ Audit and action a plan for mental health and wellbeing across the organisation;
- ▶ Emotionally demanding roles risk assessed;
- ▶ Culture and ethos training for key leaders or influencer(s);
- ▶ Support for those in crisis;
- ▶ Mental Health Awareness training available for all staff





Assessment process

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

- ▶ 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

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

- ▶ The organisation grades itself in the self-assessment against the bronze, silver, gold levels for each criteria
- ▶ The assessor will assess against that grade, and adjust the level according to achievement
- ▶ The overall grade will be awarded according to the majority levels across the 3 sections of criterias, with recommendations to approve in criteria which do not reach the awarded level



Levels of accreditation

Bronze



Basic Statement. For example:
Awareness 1.1 – An organisation-wide position statement in place

Silver



As Bronze, but also:
Awareness 1.1 – There is a strategy including a clear ethical and value-based statement for mental health and wellbeing that considers organisation and individual level needs, the capacity and nature of organisation

Gold



As Silver, but also:
Awareness 1.1 – There is also evidence of policy and a cycle of evaluation and review of the strategy against identified outcomes, such as mental and physical health/wellbeing targets. Annual reporting is available for internal and external audiences (for medium and large organisations)

21/11/2023



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

Assessment fees

We believe in being transparent about pricing, and publish these prices as a guideline. Please be aware that prices may vary on the individual requirements of an organisation (for example different sites or remote working).

Fees are calculated based on the registered company, e.g. a group with registered companies in different sectors, territories or countries would need to undergo an assessment for each company.

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

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



Assessment fees

Re-accreditation

During annual re-accreditation a company provides updated paperwork and self-certify compliance.

Number of staff (including contractors)	Guide Price
1-20	£115
21-50	£300
51-100	£870
101-150	£1,020
151-200	£1,170
201-250	£1,320
250+	Reaccreditation costs 1/3 of the assessment fee.

Travel and accommodation

The following expenses can be charged in undertaking the assessment. As far as is reasonably practical assessors will inform customers prior to the assessment.

(UK mileage 45p per mile. Reasonable expenses charged at cost. Rest of world cost of travel economy short-haul/business long-haul and accommodation)



Specialised versions

Organisations

To gain this national accreditation sign of good practice, organisations need to:

- ▶ Audit and action plan of mental health and wellbeing across the organisation;
- ▶ Emotionally demanding roles risk assessed;
- ▶ Training similar to Mental Health Aware Leadership certification for key leaders or influencer(s);
- ▶ Support for those in crisis;
- ▶ Support and signposting available for any service users;
- ▶ Mental Health Awareness training available for all staff.

Schools/Colleges

To gain this national accreditation sign of good practice, educational settings need to:

- ▶ Audit and action plan of mental health and wellbeing across the organisation;
- ▶ Emotionally demanding roles risk assessed;
- ▶ Training like National Educational Leaders in Mental Health certification for key leaders or influencer(s);
- ▶ Designated Mental Health Lead in place;
- ▶ Support for those in crisis;
- ▶ Support, referral and signposting available for pupils and families (appropriate to setting);
- ▶ Mental Health Awareness training available for all staff

Contact



For your personalised quote or more information,
please contact our dedicated team on:

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