

Discover See Me in Work

Rachel Bottomley
Improvement Officer
See Me

Overview

See Me is Scotland's national programme to tackle mental health stigma & discrimination.

We're working towards achievement of The Scottish Government's commitment to create *A Scotland where people can get the right help at the right time, expect recovery, and fully enjoy their rights, free from stigma and discrimination.*



See Me in Work

- Support employers to create the conditions for working environments that are inclusive of mental health, and free from stigma and discrimination



- 4 stage improvement programme
- Facilitative approach – you own it!
- Provides framework for action
- Builds on existing good practice

The 4 Stages

Stage 1: Needs Assessment

Carry out a thorough needs assessment of the work place, including a self assessment, online staff survey and optional focus groups.

Stage 2: Improvement Planning

Receive a draft improvement plan targeting areas flagged for attention in Stage 1.

Stage 3: Improvement Implementation

Deliver, monitor and evaluate your improvement activities.

Stage 4: Evaluation and Review

The Workplace Portal

Joining the programme

Improvement work is a marathon, not a sprint and we ask for a big commitment from our partners.

1. Senior leaders must sign off on the work.
2. There must be one named executive sponsor.
3. Organisations understand that it takes around 18 months to go through 1 cycle of the programme.
4. The organisation must be headquartered in Scotland.

Support & Resources



Let's Chat

"Let's Chat" is a practical tool with guidance, tips and scenarios for line managers and supervisors to start open and honest conversations about mental health in the workplace, without fear of stigma and discrimination. It was developed with support from employers and people who have experienced mental health stigma and discrimination in the workplace.

Did you know?

A YouGov poll commissioned by See Me in 2016 found that 23% of people wouldn't discuss a mental health problem in the workplace if they had one for fear of the reaction they would receive, and only 44% thought that someone in their workplace with a mental health problem would be supported by management.

23% of people wouldn't discuss their mental health problem at work if they had one	44% of people thought that management would support those with a mental health problem
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Walking for wellbeing and good mental health

Conversation starters

- How are you?
- Have you been on a walk before?
- How do you care for your mental health and wellbeing?
- What's made you come along today?
- What does mental health & wellbeing mean to you?
- Do you think it's difficult to speak about mental health?

Ending Mental Health
Connecting Communities

Walking for wellbeing and good mental health

Tool kit



E-Learning

Mental health awareness should be a priority for all managers and staff. Recognising staff needs from understanding mental health, rights and how to speak openly about mental health is essential.



Cost Calculator

Cost Calculator

Mental illness currently costs Scottish employers £2bn a year. To find out what it costs you, simply type in the number of employees in your organisation and the Cost Calculator will give you an instant estimate*.

For a more accurate figure, add the exact numbers into all the fields if you have them. The results may surprise you - It's time to take action. You can choose to make small changes or review your whole approach to mental health. The first step is very simple – [sign up to the See Me in Work Newsletter](#) and if you want to do more, we'll help you [conduct a Mental Health Check](#).

*Figures are currently based statistics produced by NICE. We will update with Scottish figures as soon as possible.

Total number of employees

Absenteeism

Average annual number of sick days per employee (all causes)

Estimated proportion of sick days attributable to mental ill health %

Cost attributable for each sick day

Estimated annual number of sick days attributable to mental ill health	Annual cost of sickness absence attributable to mental health
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Presenteeism



The Legal, Moral and Business Cases

Why is it important to consider mental health in the workplace? Essentially, this question can be answered using three approaches - the legal case, the moral case and the business case.

The Legal Case

"Doing things right – because you have to."

There are various areas where the law requires mental health to be considered pro-actively.

The Equality Act 2010 ("the Act"):-

- Requires employers and providers of goods, services and facilities not to discriminate against people who have disabilities, including mental health problems that fall within the description of a disability.
- Requires employers to make "reasonable adjustments" for people with disabilities to enable disadvantages in the workplace to be removed e.g. by making physical adjustments such as providing a quiet space or changing work practices such as allowing more frequent breaks.
- Permits positive action which can help to meet needs and overcome or minimise disadvantage shared by people with a particular disability.

Duty of Care

- Employers have a "duty of care" in the workplace. This means, for example, making sure that the workplace environment is healthy and safe for all employees, and that steps are taken to prevent any foreseeable injury, and to maintain employee wellbeing.
- Employees also have a "duty of care" that means employees should take care of their own health.

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Absenteeism

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Not ready to take on the full programme?

Organisations can:

Use the Starter Pack to self assess and start taking action

Use any of our resources individually

Warm up by running one of our campaigns

Individuals can:

Complete online e-learning

Use our FAQs for advice and guidance

Sign up to See Me See Us



See Me in Work Peer Learning Network: Special event

Tuesday 25th October – 9.30am – 1pm
Edinburgh

*I'll change
the workplace.*

