

Mental health resources for HR teams and managers

Understanding the mental health puzzle

Over the past four years, we've collected data from over 2,000 UK workers to explore how mental health, stress and burnout are affecting the workforce and how employers can provide meaningful support.

Take a look at our [interactive report](#) for free resources, tips and advice on supporting employees' mental health.

The report covers:

- The cost of poor mental health
- How managers can help their teams tackle stress
- Creating a wellbeing culture that helps people thrive



Wellbeing advice hub

Our [advice hub](#) provides free resources, guides, webinars and blogs to support managers, leaders and HR teams with their workplace wellbeing strategies.



Spotting the signs of stress

It's important to check in with employees who may be showing signs of stress. Those closest to the employee are best placed to do this, so line managers should be aware of the symptoms and know how to respond.

Look out for these common red flags within your team which may signal that it's time to step in:

- Difficulty concentrating
- Forgetfulness
- Trouble with decision making
- Booking last-minute days off
- Worrying about routine tasks
- Feeling overwhelmed
- Short-temperedness

Conversation starters to try

“ How manageable is your workload at the moment?

What helps you switch off at the end of the day?

How do you feel about your current deadlines – are they realistic?

What can I do to support you? ”



Providing your people with mental health support

We've included some ideas below to help you incorporate further mental health support into your wellbeing strategy throughout the year.



Wellbeing catch ups

Include time to talk about wellbeing in your regular 1:1s with your team. This builds trust and helps to reduce the stigma about mental health.



Wellbeing webinars

Wellbeing webinars are a great way to reach many employees at once to increase awareness and knowledge of health and wellbeing topics.



Employee Assistance Programmes

Our EAP supports employees' wellbeing, including access to a 24/7 Advice and Information Line and 24/7 online GP appointments. Optional extras include structured counselling sessions and gym discounts.



Role model behaviour

Managers should lead by example. For example, be transparent and talk about their own feelings, or role model behaviour, such as avoiding sending emails outside of normal working hours.



Mental Health First Aider (MHFAider®) course

A certified course designed to raise awareness of mental health and reduce stigma, creating a more positive and supportive workplace culture.



Health Cash Plans

Our health cash plans provide employees with money back, up to set limits, towards the cost of everyday healthcare, such as optical, dental and therapy costs and access to health and wellbeing services.

Charities for further support:

- [Mind](#)
- [Anxiety UK](#)
- [Samaritans](#)
- [Mental Health Foundation](#)

Get in touch

Contact us for a free consultation and help with your workplace wellbeing strategy.

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