

Disability awareness

Simple tips for mental health

If you have a colleague or employee with a mental health condition or poor mental wellbeing, here are some simple things that can be done to make their life easier:

First meeting

- ⦿ Make a phone call to introduce yourself and explain what will happen at the appointment
- ⦿ Find out how you can make it easier for them to attend an appointment
- ⦿ Find a quiet space or offer a private room
- ⦿ Be aware of potential symptoms they might be experiencing
- ⦿ Find out about current support and medication.

Ongoing support

- ⦿ Look out for signs of distress or symptoms worsening
- ⦿ Be supportive and positive - give loads of praise
- ⦿ Agree plans and goals together
- ⦿ Set small achievable goals and celebrate successes
- ⦿ Offer continuity where possible.

Training and development

- ⦿ Ensure they are ready for group activities
- ⦿ Avoid putting too much pressure on them to answer
- ⦿ Be aware of group dynamics and conflict

- ⦿ Watch out for signs of distress and offer an opt-out
- ⦿ Small group activities or pairs might be better than individual tasks
- ⦿ Offer loads of positive feedback.

Adjustments in the workplace

- ⦿ Be aware of potential triggers that make their condition worse
- ⦿ Minimise workplace change and pressure
- ⦿ Consider if manager and colleagues need to be aware
- ⦿ Offer help with time management/organisation/planning
- ⦿ Develop agreed strategies to use if they become unwell
- ⦿ Link in with specialist/medical support if required
- ⦿ Offer flexible working and allow time off for appointments
- ⦿ Can tasks be reallocated or would a change of role help
- ⦿ Offer phased return in terms of hours and targets.

If in doubt, ask the individual how you can help!

Contact us:

If you would like further information on how we can help you, please get in touch with us:
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