

## Does your organisation:

- ✓ Have a policy for health/mental health promotion at work which demonstrates a positive approach to the employment and retention of individuals with a disability (physical or mental)?
- ✓ Is the policy reviewed to ensure that there are high standards of anti-discriminatory/oppressive and positively inclusive practices applied to all aspects of employment from recruitment, line management, Occupational Health provision and personal development?
- ✓ Have a designated Board or senior staff member with responsibility for organisational workplace health and well-being?
- ✓ Collect, analyse and report on important data such as employee health/sickness absence and employee turnover rates (e.g. annual cost estimate, quarterly health audits)?
- ✓ Have access to full and effective Occupational Health Services?
- ✓ Provide access to confidential counselling?
- ✓ Survey your employees by questionnaire or focus groups to find out about satisfaction/perceptions about company culture and support in response to episodes of sickness/workplace stress and quality of Occupational Health Service provision?
- ✓ provide training/education and information about mental health issues which includes:
  - how to recognise when mental health problems are more than a 'bad day'
  - how these impact on the workplace
  - how to support colleagues affected by these issues/conditions?

