

Muckle makes mental wellbeing a part of their constitution

Employer: Muckle LLP

Area: Newcastle

Theme: Mental Wellbeing



One of the key areas of focus for the Equality Diversity and Inclusion Committee (ED&I) this year has been mental wellbeing.

Our aim has been to:

- Raise awareness of the triggers of mental health
- Provide tools to support our managers and employees.

We chose to focus our efforts on mental wellbeing for several reasons:

We ran a health and wellbeing questionnaire in April 2017 which indicated that the top two health issues people would like more information on were; mental health wellbeing (38%) and stress (32%).

Knowing that 1 in 4 British workers are affected by conditions like anxiety, depression and stress every year, and in 2016, 15.8 million UK workdays were lost due to mental illness, makes it a great focus to get behind.



Mental ill-health is the leading cause of sickness absence in the UK, costing an average of £1,035 per employee per year and Time to Change found that 95% of employees calling in sick with stress gave a different reason.

We understand that a lot of our job roles are mentally demanding and can place stress and pressure on individuals carrying out these roles. That's why it's important that we raise awareness of mental health issues and support our managers and employees with the tools they need to have healthy mental wellbeing.

It's simply, the right thing to do.

We chose to run a number of different activities to achieve our aims and partnered with external providers and Time to Change, to ensure we had impact.

Our activities included:

- Accredited OCN mental health awareness training for managers which was ran by Be.
- The launch of our very own bespoke mental wellbeing booklet.
- Mental wellbeing sessions for employees including: The Stress Bucket, Mental Health Awareness and Mindfulness.
- Signing our Time to Change
- Creating our interactive mental wellbeing poster.



We have also pledged to continue our activities around mental health awareness by recruiting health advocates and promoting further awareness raising events in 2019.

The below quotes come from our mental health awareness session:

"Thank you for helping us to raise awareness of mental health issues and signs to look out for."

"Very interesting and informative session. Emily was fantastic."

"Great and important session. Very well delivered."

"Emily was once again knowledgeable and inspirational"

The quotes below come from the Stress Bucket session that we ran:

"Trainer was very engaging and interesting."

"Really liked his approach."

"Video clips gave lots to think about and easy to remember the issues."

"Used humour to get points across- very engaging."

"Video clips were simple and easy to understand."

"Fantastic and informative presentation."

"Excellent! - the humour helped!"

"Great fun and engaging!"

