WHAT IS MINDFUL EMPLOYER?

Mindful Employer is a national initiative which supports employers to take a positive attitude towards mental health at work.

WHY DOES THIS MATTER?

- **Reduced Absenteeism**
  Staff whose support needs are met are less likely to go off sick and more likely to see a return in a sustainable and timely way.

- **Increased Productivity**
  When people feel valued and listened to they are more likely to perform at an optimal level.

- **Better Job Retention**
  Enabling people to retain their jobs saves on recruitment costs and fosters loyalty.

- **An Enhanced Reputation**
  Through working closely with Mindful Employer staff see their employer demonstrating a commitment to important principles and values.

- **In Increased Productivity**
  When people feel valued and listened to they are more likely to perform at an optimal level.

WHO CAN HELP MAKE THIS HAPPEN LOCALLY?

Leeds Mind is the lead partner for Mindful Employer in Leeds. See mindfulemployerleeds.com. We offer:

- **Advice** and guidance to encourage good practice around mental health in the workplace
- **Peer to Peer Support** through the Mindful Employer Leeds Network (quarterly events)
- **Access to Mental Health Focussed Training** through Leeds Mind ‘Help for Employers’ package and other local recommended organisations
- **Consultation** on developing strategies and programmes to create mentally healthy workplaces and improve employee wellbeing
- **Guidance** on signing the Mindful Employer Charter
- **Linking local Mental Health Support** to the managers and employees who are likely to benefit

Leeds Mind is the lead partner for Mindful Employer in Leeds. This project is currently made possible with funding from Leeds City Council.
WHAT'S HAPPENING IN LEEDS IN 2019?

The 10 Step Toolkit, developed by employers for employers, is available to be used as a starting point for organisations to embed good practice and keep the mental health and wellbeing conversation going. See www.mindfulemployerensteps.co.uk

The Toolkit can now be found as a suggested resource on Mental Health at Work, the online gateway launched by the Duke of Cambridge in 2018.

In 2019 Mindful Employer Leeds will continue to meet and support local employers, provide opportunities for shared learning and forge links with national Mindful Employer.

Mindful Employer Leeds Network Events in 2019 will take place on: 14th March, 20th June, 19th September and 5th December. These free quarterly events feature lived experience speakers, employer case studies, wellbeing activities and new resources.

Employers can discover the positive impact of talking about mental health in the workplace and the benefits of working closely with staff to improve wellbeing through findings of the Mindful Employer Leeds research: The Evaluation Project.

Employers can keep up to date with employer case studies, blogs and links through the Mindful Employer Leeds website.

Mindful Employer is open to collaborating with local employers on events for staff and the wider Leeds community during Mental Health Awareness Week (13th - 19th May), Men’s Health Week (10th - 16th June), World Mental Health Day (10th October) and other key events.

WHAT DID MINDFUL EMPLOYER ACHIEVE IN 2018?

1. Employers in Leeds are now signatories of the national Mindful Employer Charter.
2. There are now over 400 local employers engaged with the Mindful Employer Leeds network.
3. New signatories this year include Adept Consulting Engineers, Behind Closed Doors, Franks Accountants, IETG & 495Seven, Leeds Bread Coop, PWC (North East) & Turning Lives Around.
4. The Mindful Employer Leeds monthly newsletter now goes out to over 600 employers and their staff in Leeds. To sign up to receive updates directly email: mindfulemployer@leedsmind.org.uk
5. 127 delegates attended the Mindful Employer Leeds Conference held in June 2018. The theme of the event was ‘What Works in the Workplace: Making Mental Health Sustainable’.
6. The 10 Step Toolkit has been viewed more than 10,000 times since it was launched in June 2016.

HOW CAN I GET INVOLVED?
- Contact your local Mindful Employer Coordinator
- Join the Mindful Employer Leeds Network
- Sign the Mindful Employer Charter

HOW TO CONTACT US
E. mindfulemployer@leedsmind.org.uk
W. mindfulemployerleeds.com
T. 0113 230 2631

FURTHER ACHIEVEMENTS IN 2018

Mindful Employer Leeds Conference 2018
Mindful Employer Leeds held their biennial Conference on 26th June, which explored ‘What Works in the Workplace: Making Mental Health Sustainable’.

Delegates heard from a variety of speakers, including Tom Riordan (CEO, Leeds City Council), Councillor Rebecca Charlwood (Exec Member for Health, Wellbeing and Adults) and Paul Farmer (CEO, MIND). Delegates also attended workshops delivered by Touchstone, Yorkshire Building Society, Canal & River Trust and more.

Network Meetings in 2018
The themes of these meetings included: Challenging Stigma against Mental Health in the Workplace, Reflections & Aims and Embedding Good Practice & Working Towards a Positive Workplace Culture. The network welcomed employer case studies from NHS England, Thrive Law, Leeds City Council and ASDA, as well as a range of lived experience speakers.

To see a sample list of the Mindful Employer Network Members head to the Mindful Employer Leeds website. A full list of current Mindful Employer Signatories in Leeds and nationally can be viewed on the national website.

One to one meetings
The Mindful Employer Leeds Coordinator held over 50 one-to-one meetings with employers signposting support and providing guidance.

Twitter
@MindfulEmployerLds now has over 900 followers on Twitter.

National Mindful Employer
The initiative celebrated the 14th anniversary of its launch! In these years nearly 2,000 employers, in the UK and internationally, have at one point or other been a signatory to the Charter for Employers who are Positive About Mental Health.