

# Lichfields' mental health pledge

We ask you to review this pledge and help create supportive environments for those who are, or might be, suffering from mental health issues.

## **Our pledge to support good mental health**

We would like everyone to commit to:

- 01** Building awareness and reducing stigma in this area of health and well-being
- 02** Creating a supportive and flexible work environment and one where we openly appreciate one another
- 03** Looking out for signs of stress and over-work and actively manage such situations
- 04** Encouraging each other to share problems or issues with line managers, senior directors, mentors, HR or whoever may be appropriate, confident that we will do our best to help
- 05** Encouraging the use of Empathy - our employee assistance programme - in the knowledge that it's an entirely independent and expert service there to provide support on any matter
- 06** Enquiring about each other's wellbeing on a regular basis e.g. weekly or fortnightly