



**MINDFUL
EMPLOYER**

Mindful Employer Leeds

**Making Leeds a beacon city for
mental health at work**



Leeds Mental Health Strategy 2020-25



*‘Leeds will be a
Mentally Healthy City for
everyone’*

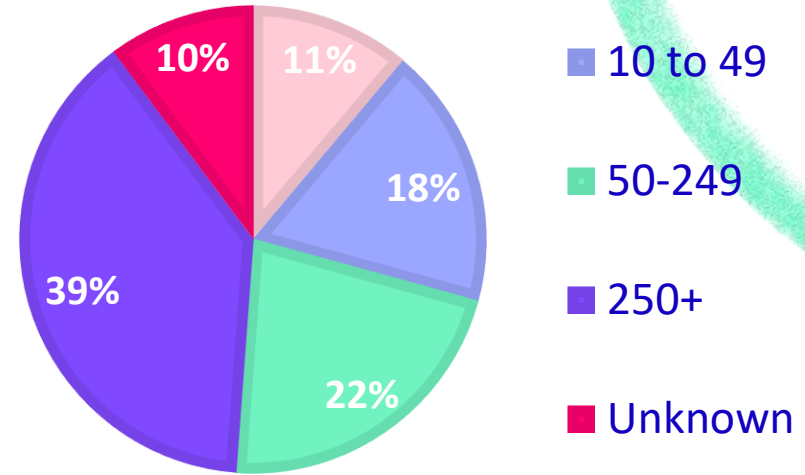


Leeds Mindful Employer Network

- Steering Group (20 local employers and strategic partners)
- 360+ employers (660 individuals)
- 145 charter signatories
- Diverse representation - 1/3 voluntary, 1/3 private, 1/3 public (approx.)

[Our promotional video](#)

**NETWORK MEMBERS BY SIZE
(NO. EMPLOYEES)**



**Networking &
peer support**

**Awareness &
signposting**

**How we support
employers**

**Information &
guidance**

**10 Steps Toolkit &
ME Charter**



“Through Mindful Employer, we are proud to play a part within the Leeds Mental Health Strategy – we can be active in supporting this work while also bringing learning back into school to feed into our own strategy.”

Bridgitte Causer, School Business Manager,
Hollybush Primary School





“Being a Mindful Employer shows our commitment to looking after our people and gives us guidance for improvements.

A healthy and happy workforce is a productive one and if we want to be world leaders in our industry, we need to commit to looking after our employees’ emotional and mental wellbeing”



Claire Burns, Director of People and Talent,
Harrison Spinks



Current priorities:

- Broadening representation
- Increasing influence
- **Tackling inequalities**

Catering and Hospitality



Construction

“Since being part of the Mindful Employer Network our approach to supporting positive mental health has really grown and we’re really seeing the benefits for our workforce”



Promoting financial wellbeing

- Redundancy guidance
- Blog
- Event
- Local signposting





MINDFUL EMPLOYER

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www.leedsmind.org.uk/mindful-employer-leeds

<https://mindfulemployertensteps.co.uk/>





Workplace Leeds & Inclusive Recruitment



WorkPlace Leeds

Employment • Job Retention • Training

WPL: what we do & why

What?

IPS Service

Client-led, mental health focused

Support for employers: recruitment & retention

Why?

Barriers to employment

Cycle of unemployment





WPL refer appropriate individuals and provide resources that builds resilience and maximises the opportunities for employees to stay well and thrive in their roles.”

- Attigo, 2021



First... think about potential barriers

- Concerns about stigma and discrimination
- Low confidence & self esteem
- Getting support needed in work
- Lower expectations of self
- Concerns about perceptions of time out of work
- Concerns about effect on finances



...Break down recruitment process & reflect

Job Advertisement Stage

Application Stage

Assessment/ Interview Stage

Decision/ Job Offer Stage

“I think the main thing we have done is reflecting on the process”
– Pete from Hyde Park Source

Ask yourself at each stage...

- Does this feature/ method reflect the role?
- Is it designed/ structured in a way to get the best out of people? – if you want the best candidates, you want them to show their best side
- Does it encourage people to apply and engage with the recruitment process?
- How can you make the experience valuable for someone even if they don't get the job?
- How inclusive is this?



Job Advertisement Stage

Example questions:

- Is everything on the person spec necessary for the role?
- Have you advertised it on diverse platforms including disability platforms?
- Have you stated that you welcome applications from people with mental health difficulties?
- Have you clearly stated a salary?
- Have you used clear, unambiguous language?
- Is there different ways people can access the job information? E.g. text, audio, video etc





“We have definitely recruited at least one person who said that they have always failed at interview stage as they lose their train of thought and become overanxious. They said that during the interview with us they felt supported and able to focus back on to the written question.”



- Hyde Park Source



“I have found that my biggest barrier in applying for a job is normally stress and anxiety related to the admin and ambiguity of job applications. If elements of the application/job or unclear or not direct I get really anxious...”



- WPL Client

What skills might someone bring?

- Resilience – personal & professional
- Knowledge and experience of supporting mental health
- Motivation & determination
- Empathy & understanding
- Skills developed throughout career – often forgotten



So why employ someone with lived experience?

- Underused talent pool
- Aids recovery
- Increases diversity - Bridges the gap between customers/ audience & organisation
- Well-placed job match results in reduced sickness absence & higher productivity
- Strong commitment to your organisation
- Positive reputation for organisation
- Increase in managerial/ team understanding





WorkPlace Leeds

Employment • Job Retention • Training

 **Leeds Mind**

George Ellis

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