

Employer Showcase

Case Study: Equipping Line Managers to Have Conversations About Mental Health

PageGroup

PageGroup is a global recruitment business, founded 41 years ago and now with 140 offices in 36 countries and over 6000 employees. We are made up of 3 brands: Page Executive, Michael Page and Page Personnel and recruit across 25 specialist disciplines.

Why We Signed

We had recently launched Ability@Page, July 2016, which is our commitment to disabilities, visible or invisible, not holding anyone's career back. Mental health is a particular area of attention for us, not least because it is so prevalent in society but also because so many of our employees know people who have been affected. As soon as we learnt about Time To Change, from our enei account manager, we knew it would support our own agenda around mental health so well. We signed the pledge on World Mental Health Day 10th October 2016.

Equipping Line Managers to Talk About Mental Health

All our line managers go through a comprehensive management development training programme and it includes a section on mental health and how best to manage it. Mostly that entails spotting the signs and ensuring our people know how and where to get help. We have 40+ mental health champions (many of them line managers) across the UK, a very supportive HR function, an employee assistance programme and private healthcare. On our internal social media platform there are regular tips and guides on how to look after your mental health and promoting good wellbeing.

Successes & Challenges

This is still a work in progress as we continue to raise awareness on mental health and encourage employees to normalise the conversation. We are taking steps to break the silence, we are definitely making in-roads and there is more we can do. Our HR team are working on a guide specifically for line managers on how to manage mental health within a team. If an organisation is struggling to recruit Champions, it's important they understand they don't need to be an expert, it's more about promoting the resources available and being visible as someone who will support.