Crafnant HR — Helping organisations be great employers

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Have you created a plan to improve your employees' mental health?

Now is the time and we're here to help...

Improving your employees' mental health is no longer a warm sentiment, it's business critical.

And that's because mental health affects one in six British workers. It's the leading cause of sickness absence. And it's costing UK employers between £33 billion and £44 billion a year.

The Government has recognised this and commissioned an independent review called "Thriving at Work" to address the issue.

As a result, Lord Dennis Stevenson and Paul Farmer, Chief Executive of Mind created the Thriving at Work Mental Health Standards which sets out six mental health core standards for employers, drawn from best business and available evidence.

It's a substantial report. Which is why, for your benefit, we have summarised core standard one for you, as we feel that this will provide you with a great starting point to improve your employees' mental health.

Core standard one: Create a mental health at work plan

Produce, implement and communicate a mental health at work plan that encourages and promotes good mental health of all staff and an open organisational culture.

To read our guide to this please visit: https://www.crafnanthr.co.uk/guides/

You can read the full report here: https://www.gov.uk/government/publications/thriving-at-work-a-review-of-mental-health-and-employers

LATEST NEWS

20% of neurodivergent workers have experienced workplace discrimination

A report by the CIPD has found that a fifth of employees with neurodivergent conditions are facing a difficult working environment. A third of respondents said that their experience at work had a negative impact on their mental wellbeing, and 19% said that this had affected their intention to stay with their employer and the likelihood of recommending their employer to a friend.

Despite these figures, more than half of people surveyed for the *Neuroinclusion at work* report said that they felt their organisation was neuroinclusive.

This shines a light on workplace culture as a whole and the way we treat neurodivergent people in our businesses. Many organisations do not formally discuss neurodivergence and the report found that many had not disclosed their neurodivergence to their employer for various reasons.

The CIPD points out that neurodivergence needs to be a key part of businesses' equality, diversity and inclusion work - but it is often overlooked and this is a significant missed opportunity when it comes to talent shortages and ironing out inequalities often faced by neurodivergent people.

How does your business approach the topic of menopause?

You may want to take note of a recent example of what not to do from Avanti West Coast. The train company's employee support group handed out a staff gift bag containing such delights as a pencil "to write down things you might forget", a paperclip "to help you keep it all together", a tissue for "if you're feeling a bit emotional" and a jelly baby "in case you feel like biting someone's head off."

The gift bag was apparently intended to help support conversations about menopause, but rail union representatives have described it as demeaning and insulting.

This raises the fact that all businesses need to include menopause in their diversity, equality and inclusion policies - and make sure they are doing it right.

There are 4 types of organisation culture. Which does your business have and does it need to change?

A strong organisation culture is crucial when it comes to a successful business. BUT, you may have the wrong culture for your business...

The Competing Values Framework is a tool first used in the 1980s; it outlines four types of organisational culture:

Clan culture

A clan culture is exactly what it sounds like. Employees are more like a family. Everyone gets on well and maintaining that strong organisational culture is a high priority.

A clan culture is common among start-ups and employees are given the freedom to work in a tranquil and collaborative environment.

The risk of adopting a clan culture is that there's a potential for the work/fun balance to tip too far towards fun. Employees could become disengaged from their work given too much freedom.

Adhocracy culture

This type of culture is all about flexibility and innovation; it's often found in modern tech companies. A business with an adhocracy culture is always developing new products and ideas, with a creative and energetic environment.

A potential downfall of an adhocracy culture is that things can begin to feel chaotic and employees may not have clearly defined roles.

Market culture

A market culture is performance-oriented and results-driven with high performance goals for everyone. The main focus is on profit and market share, with less consideration of community.

The downfall of a market culture is the risk of burnout when employees are being constantly pushed to achieve bigger, better things all the time. There can also be conflict between competing employees and the risk of dishonesty in order to appear successful.

Hierarchy culture

This is the most traditional type of culture in a business and is centered around a clear hierarchical structure. There are clear processes and procedures to keep everything running smoothly. There are often strict rules and close supervision of employees, with several layers of management.

So, which type of organisation culture do you think your business has?
If you're wondering about the culture in your business, it's a good idea to work with an HR consultant to survey your team. Once you have answers, you can consider whether you want to change the culture of your business.

Q&A ?
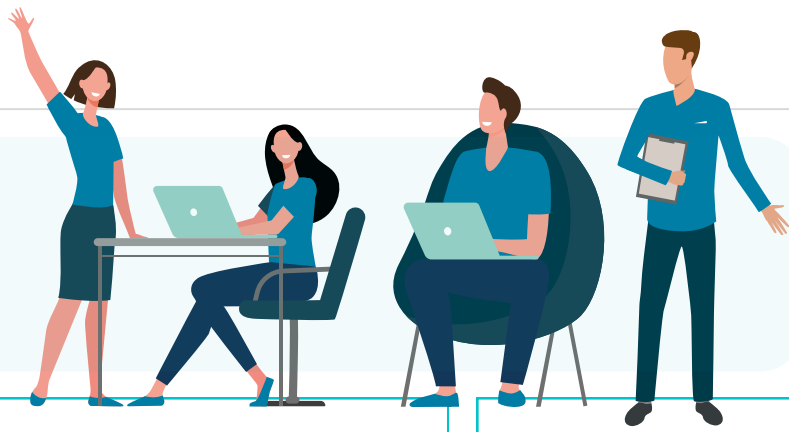
How can I make managing my HR admin easier?

Use HR software to reduce the time you spend on HR admin and the stress it can cause. There is lot of software available, but I can recommend the most suitable for your business – get in touch.

Do I have to agree to a sabbatical request?

The short answer here is no. There are no actual laws around employees taking a career break - it's an agreement between you and them. Employees do have the right to request flexible working and they may use this to request a sabbatical. If you're worried about this, it may be worth creating a formal policy covering sabbaticals.

Can I refuse time off for medical appointments if we're short-staffed?

You are not legally required to allow time off work for medical appointments. However, as an employer you do have a "duty of care" to your employees, meaning that you must take reasonable steps to ensure their health, safety and wellbeing while at work.
Double check your employee's contract and any relevant organisational policies though, as this may be something that has been agreed previously.

Let's talk on the phone

Here are three questions for you:

- **Are you experiencing any HR challenges lately?**
- **Would a bit of expert HR advice come in handy?**
- **If you're thinking "Yes, that would be great," then let's set up a phone call to chat.**

You know that you need proactive and responsive HR support. That's precisely what we provide

YOUR HR EXPERT