

# MINDFUL EMPLOYER™

MINDFUL EMPLOYER™ is the initiative of a network of small, medium and large businesses from across the public, private and voluntary sectors. The initiative is facilitated and managed by WorkWAYS, a service of Devon Partnership NHS Trust who hold the rights to the name, philosophy, logo, website, publicity content and all other aspects of MINDFUL EMPLOYER on behalf of the employers and organisations involved. The initiative also receives guidance by representatives of employers and supporting organizations known as the Council of Reference. MINDFUL EMPLOYER is a Trade mark of Devon Partnership NHS Trust.

WorkWAYS also works in association with the National Institute for Mental Health England (NIMHE) South West (part of the Care Services Improvement Partnership) and has a proactive role in developing employer engagement in the South West of England and a reactive role (i.e. responding to requests for assistance) nationally across the UK.

The aim of the MINDFUL EMPLOYER initiative is to support and assist employers in the recruitment and retention of staff who experience mental ill health.

This aim will be achieved by:

- ✓ signposting to appropriate organisations and other sources of support, advice and information through telephone or via letter or e-mail contact
- ✓ providing website-based information, links, online discussion forum and details of events
- ✓ issuing regular e-mail updates to those on contact list about new Charter signatories, resources, events and other items of interest
- ✓ training employers, healthcare professionals, supported employment projects and others as and when requested
- ✓ supporting local employer networks and other supported employment projects in their contact with employers
- ✓ working with NIMHE to engage and support employers in the South West and convening and participating in the National Employer Engagement Forum and working in partnership with the Disability Rights Commission, Sainsbury Centre for Mental Health and other organisations as and when requested
- ✓ providing the necessary administrative systems for the efficient delivery of the initiative

## Terms of Reference for the Council of Reference

To oversee the general direction of MINDFUL EMPLOYER and provide a forum in which to discuss future development of the initiative.

To provide support and advice to staff at WorkWAYS in the facilitation and development of the initiative.

To decide upon and approve use of money held for the initiative by Devon Partnership NHS Trust or any successor.

To act as a decision-making body as and when required.

Members of the council will not have financial or legal responsibility for the initiative and will not gain financially from the initiative.