



# MINDFUL EMPLOYER®

## The First 1000 Signatories

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## MINDFUL EMPLOYER®

Designed and led by employers, MINDFUL EMPLOYER was launched in October 2004 to provide businesses and organisations with easier access to the right information and local support in the recruitment and retention of staff who experience stress, anxiety, depression and other mental health conditions. The initiative also aims to increase awareness understanding of mental ill health and recovery from such difficulties.

MINDFUL EMPLOYER is facilitated by Workways, a service of Devon Partnership NHS Trust, which provides information, advice and practical support for people whose mental health affects their ability to find or retain employment. MINDFUL EMPLOYER® is a Registered Trade Mark of Devon Partnership NHS Trust.

## Charter for Employers who are Positive About Mental Health

**The Charter is not an accreditation or a set of quality standards nor a policy or a target.**

**It's voluntary. It's a set of aspirations.**

The Charter was been compiled in conjunction with employers supporting the MINDFUL EMPLOYER initiative. The Charter is about *working towards* the principles of it – signing up is a step along a journey not the end of it. It's a voluntary agreement which seeks to support employers in working within the spirit of its positive approach. It's not legally enforceable and doesn't negate the need for you to get the right person with the right experience, qualifications and skills for the job. Whether a small, medium or large employer, the Charter fully respects there will be many different priorities, policies and practices which influence the way you recruit and retain staff – you are the expert on your business.

**Since MINDFUL EMPLOYER began, 1,000 employers have signed the Charter**

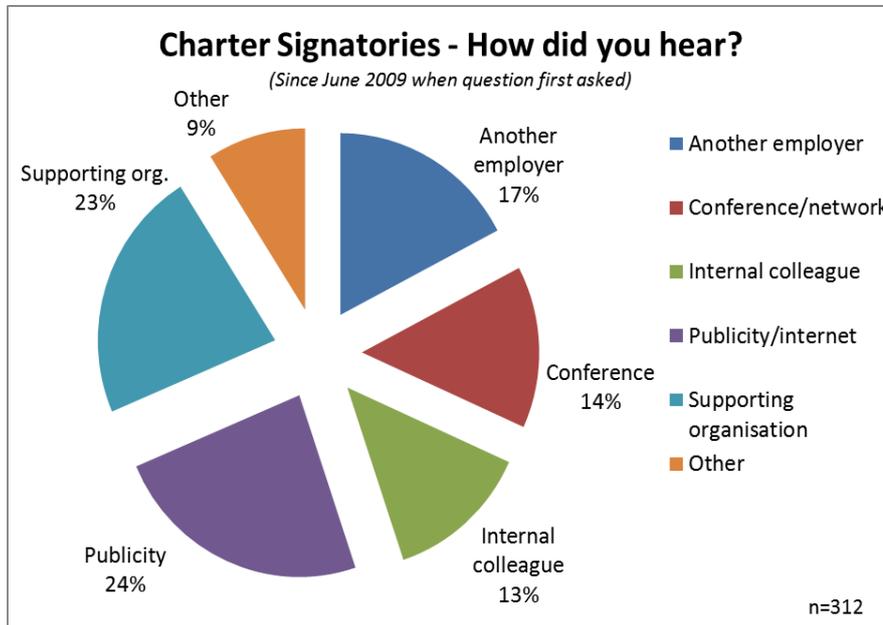
This publication demonstrates how this aspect of the initiative has attracted interest from all over the UK and included small, medium and large employers from private, public and voluntary sector environments.

*Working for a MINDFUL EMPLOYER has been such an enlightening experience. The flexibility they offer has made a huge difference to how I manage my bipolar disorder. It means that when I am well I can put in the extra effort and hours so I don't feel so guilty when I am not so well and struggling. I have never worked for such a positive and proactive organisation; they are great.*

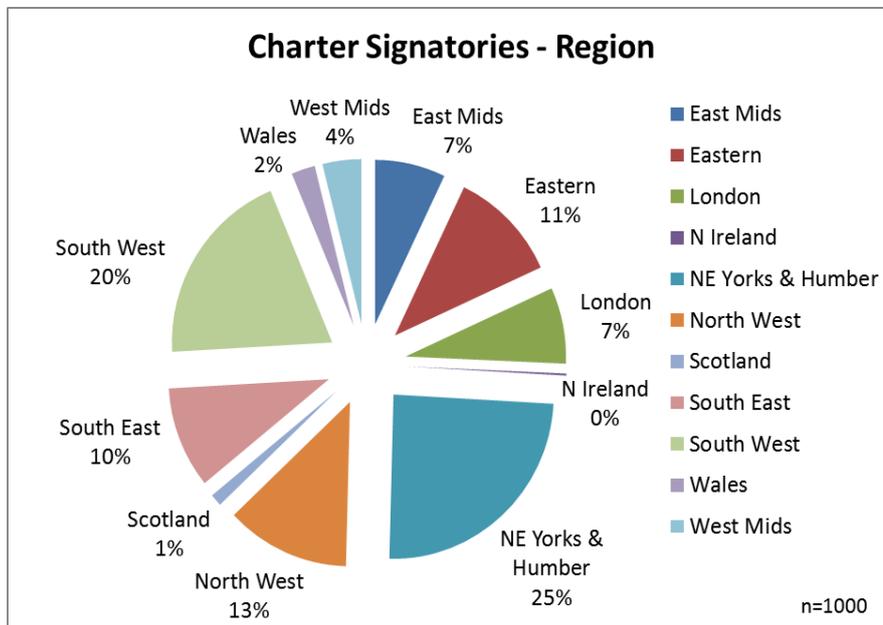
*N, Centre for Mental Health, London*

# The First 1,000 Signatories

Apart from the launch event in 2004, we've never paid for any advertising – news about MINDFUL EMPLOYER has spread through word of mouth, employers using the internet, conferences, business networks, publicity through other media etc. And yet this local initiative has grown so much! How did they all hear about it? So, eventually we started asking that question too...



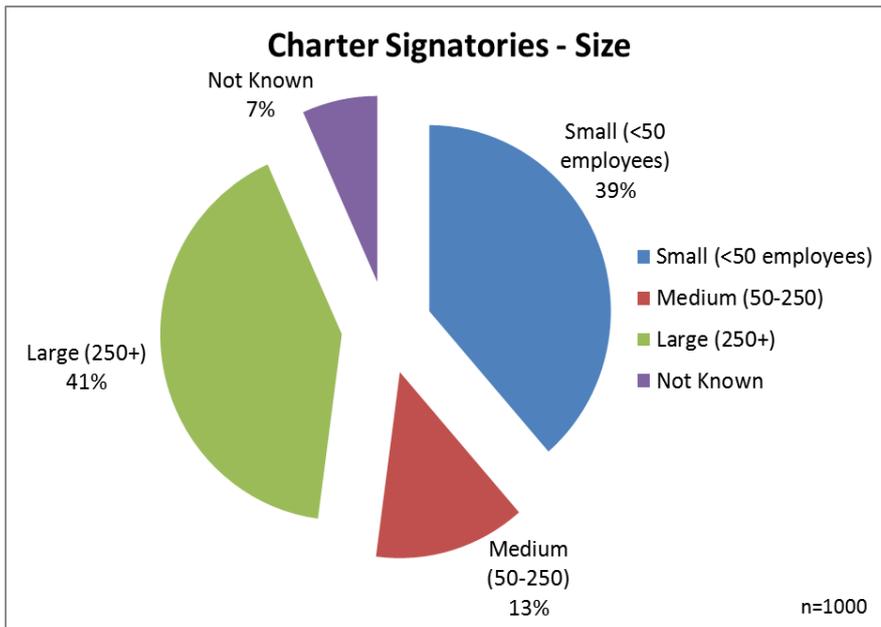
Having started in the South West, news about MINDFUL EMPLOYER soon spread – enquiries came in from employers and supporting organisations alike: first from Yorkshire and Kent, then Cheshire – and now from all over the UK...



*Being a Charter signatory has helped us to keep the goals in the forefront of our minds – it helps us when we review our Human Resource policies as well as in the daily working of the agency. Also, it is a most useful tool if talking to local employers. The Charter is so simple and user-friendly that it can actually attract attention just because of the lack of jargon or “government speak” and so gets a positive response.*

*Janet Pollard, S2R, Huddersfield*

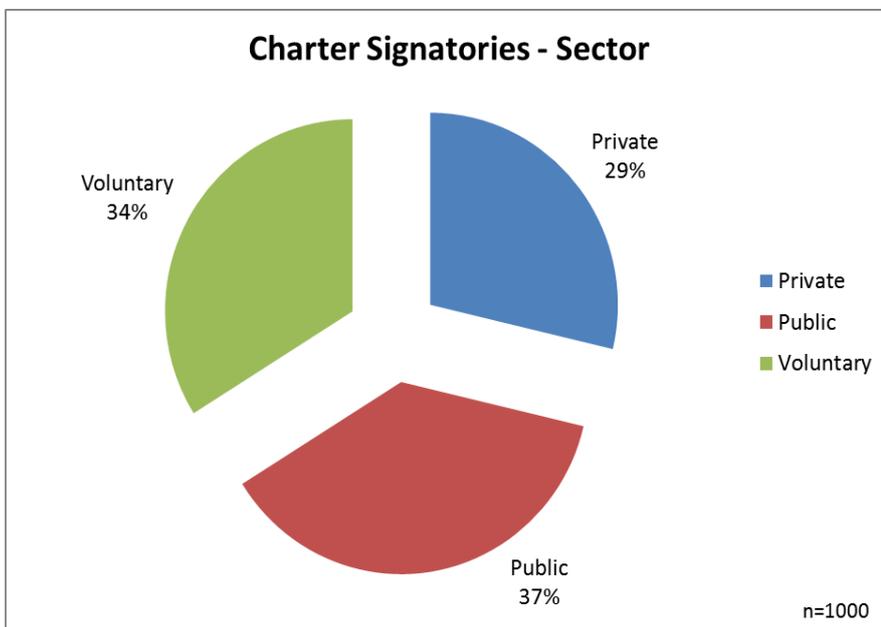
Signatories come in all sizes...



*Devon and Cornwall Police have been proud to work with MINDFUL EMPLOYER since its inception, the information and support provided has been invaluable to us. There is something for everyone regardless of your business and size. We have recently set up a Mental Health Toolkit on our intranet site and included the online resources for Line Managers and staff within this in this. I would encourage everyone to have a look around the MINDFUL EMPLOYER website to see what is available and find out more.*

*Rachel Ackland, Force Mental Health and Welfare Adviser, Devon & Cornwall Police*

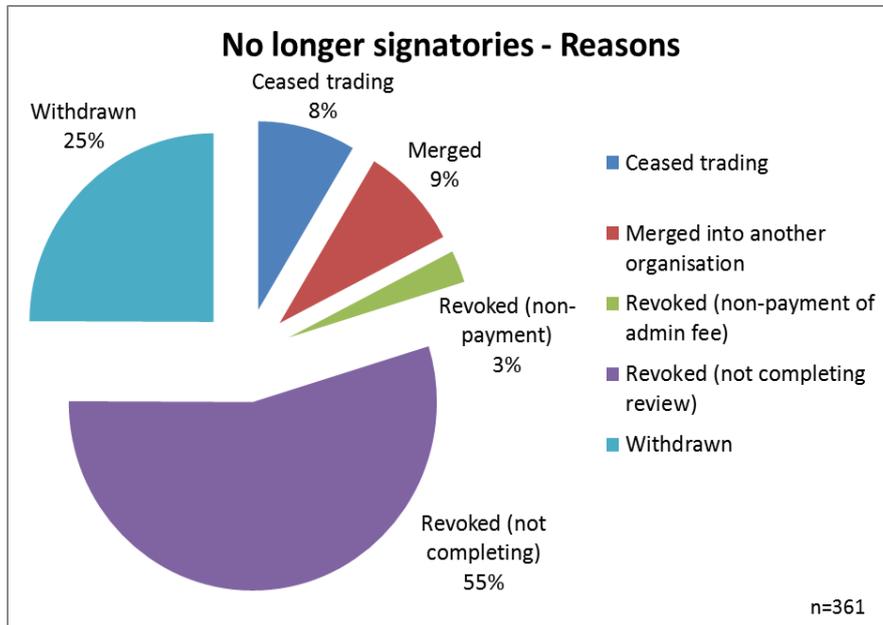
And from all sectors...



*We always ensure that we always display the logo on our recruitment advertising and within our recruitment packs. Because the aim of the Charter is very clear in the name of MINDFUL EMPLOYER, applicants have told us that they feel able to be honest about their past and present mental health issues without fear of prejudice. They also feel that if their mental health has a relapse they will be supported and not penalised.*

*Glynis Meloy, Executive Director, Rural Community Link Project*

Inevitably for a voluntary initiative involving a wide range of business and organisations, many working in difficult economic times, we have lost some of the 1,000 signatories since MINDFUL EMPLOYER was launched in 2004. Every signatory is asked to complete a Review of their commitment 2 years after signing and then every 3 years thereafter. If an employer doesn't respond to the request to complete the Review or doesn't pay the administration fee, their status as a signatory is revoked. Other signatories have ceased trading, merged with other organisations or withdrawn, as this chart shows...



The **current 639 signatories** employ approx **1,384, 035 people**

**403 employers** have completed their **2 year Review** and **63 signatories** have completed their **5 year Review** – the very first 8 year Reviews are on their way.

As well as the current signatories, we hold contact details for over **840 other employers** – they are part of MINDFUL EMPLOYER as well: it's not just about signing the Charter.

## Is your employer a MINDFUL EMPLOYER?

A full list of current signatories is shown on our website at [www.mindfulemployer.net/charter.html](http://www.mindfulemployer.net/charter.html) and you can also see them by nation and region at [www.mindfulemployer.net/contact.html](http://www.mindfulemployer.net/contact.html)

For more information about what difference being a Charter signatory makes and how being involved with MINDFUL EMPLOYER can support your managers and employees visit [www.mindfulemployer.net/Difference.html](http://www.mindfulemployer.net/Difference.html) - you'll also find our Evaluation Report on that page which gives more data and information.

And signing the Charter couldn't be more straightforward... simply complete the 'Our Response' form in our **Information Pack** at [www.mindfulemployer.net/information\\_pack.html](http://www.mindfulemployer.net/information_pack.html)