What can employers do to prevent unlawful discrimination in the workplace and support employees with mental health problems?

The key to this is to create an inclusive workplace where difference is valued, people are treated fairly and in ways that do not discriminate. A good employer will already have many policies and practices that support these.

- ✔ Ensure policies set out how you support people experiencing mental health problems including taking account of disability and reasonable adjustment provisions in sickness and absence management policies;

- ✔ Set out standards of behaviour so that stigma, discrimination, and harassment are clearly unacceptable;

- ✔ Provide learning opportunities so staff can learn about the impact of stigma and discrimination, and how to support collegues;

- ✔ Be an inclusive employer by making clear how you support people with mental health problems e.g. flexible working, reasonable adjustments and supporting employees through periods of stress at work or in personal life.

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✔ Provide guidance and training for employees and managers to understand and implement policies and standards, including being able to discuss mental health openly, and make reasonable adjustments;

✔ Communicate policies and standards to employees and customers with easily accessible complaints processes;

✔ Ensure recruitment and promotion opportunities are equally accessible to people whatever their background and mental health history; and that the processes don't discriminate against them.

✔ Show that there is an inclusive workplace culture, led from the top of the organisation. For example, make it clear;

It is okay:

- *to be different*

- *to have mental health problems, and okay to discuss these*

- *to ask for help or support*

- *to ask someone if they're okay*

- *to disclose mental health problems, as this won't disadvantage people*