

Good practice case study

MIND Workplace Wellbeing Index

Summary:

Deciding where to start when trying to improve your wellbeing offer as an employer can be a challenge. This short case study from Cotswold Archaeology shows how participation in external schemes like the MIND Wellbeing index can be a good place to start and provide positive validation of efforts to improve. Cotswold Archaeology was [awarded a Bronze in the Workplace Wellbeing Award in May 2020](#).

Cotswold Archaeology:

Head of HR and Facilities Alli Preece told CiFA:

At Cotswold Archaeology we recognise the importance of supporting the Mental Health of our colleagues. This is why, in 2017, we took part for the first time in the [Mind Wellbeing Index](#). This is a survey run by the charity Mind, which looks at how the organisation is supporting the mental health of its employees.

At the time we wanted to put in place a plan to support mental health but didn't really know where to start. Taking part in the survey provided us with an action plan and areas to focus on. We have taken part in the survey for the past 3 years, and each year our performance in the survey has improved which is encouraging.

We still have work to do, but we are moving in the right direction. Some of the actions we have taken as a result of taking part in the survey have included:

- Establishment of a group of trained Mental Health First aiders
- Provided mental health awareness training for line managers
- A review and update of our policies to recognise the impact on mental health, and established a Mental Health Policy
- Provision of an Employee Assistance Programme, which provided accessing to support including face-to-face counselling for employees
- Promotion of mental health awareness through events throughout the year e.g. [Mental Health Awareness week](#) and [Time to Talk day](#)
- Signed the ['Time to Change' pledge](#), signalling our commitment demonstrating our commitment to mental health

Do you have knowledge of good practice this area?

Volunteer to be a consultant on CiFA policy in this area and help us shape our practice.

Email admin@archaeologists.net for details.