In signing up to this manifesto I/we **recognise** that:

1. Everyone has mental health – whether you’re a CEO, manager, construction worker, MP, celebrity or a member of the royal family. Mental ill health doesn’t discriminate, so every organisation needs to stand up, tackle the stigma, and prioritise mental health in the workplace.

2. We need to build a diverse and inclusive workplace to lead to a happier and healthier working environment where people feel free to bring their whole selves to work.

3. We need to treat mental and physical health equally in the workplace. Strengthening how mental health is protected under health and safety legislation is a key part of this – every employee has a right to mental health first aid just as they do physical first aid.

4. Employers need to turn mental health awareness into positive action and develop a ‘whole organisation’ approach to workplace mental health by striving to implement the six ‘core standards’ for a mentally healthy workplace as set out in the Government’s Thriving at Work review.

   i. Produce, implement and communicate a mental health at work plan
   ii. Develop mental health awareness among employees
   iii. Encourage open conversations about mental health and the support available when employees are struggling
   iv. Provide your employees with good working conditions
   v. Promote effective people management
   vi. Routinely monitor employee mental health and wellbeing.