

let's end mental health discrimination

**time to change**

**Wales**

rhown ddiwedd ar wahaniaethu ar sail iechyd meddwl

**amser i newid**

**Cymru**

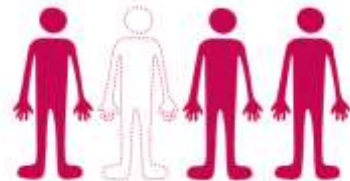
3m Population

4.8% of UK  
population



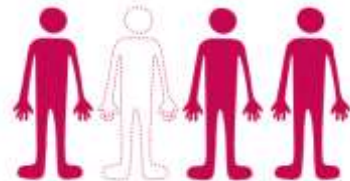
There are just under **160,000** people receiving Employment and Support Allowance in Wales. Of those, **78,000** are mainly receiving for a mental health problem

Just under **115,000** people are receiving Personal Independence Payments in Wales. Of those, **36,000** are mainly receiving PIP for a mental health problem.



# The Political Context

- Directly delivers on the goals of Well-being of Future Generations Act
- Workplace wellbeing as a driver of economic development and sustained prosperity
- Collaboration with *Healthy Working Wales* – a government initiative to support employers to foster and sustain healthier workplaces
- The only national anti-stigma campaign in Wales
- Ministerial support at cabinet and individual level



let's end mental health discrimination

**time to change**

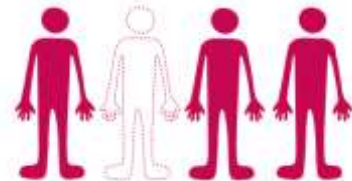
**Wales**

rhown ddiwedd ar wahaniaethu ar sail iechyd meddwl

**amser i newid**

**Cymru**

- **Time to Change Wales** established in 2012 following ministerial mandate
- **Employer engagement** strand established in 2015
- Programme funded by **public** and **private** grants including devolved Welsh Government
- **All-Wales** delivery and remit
- Phase 2 term ends in December 2017
- Budget of **£860k** over **3 years**
- Team of **10 staff**



**Policy**

**Legislation**

**Social  
Marketing**

Workplace  
resources

**Employer  
Pledge**

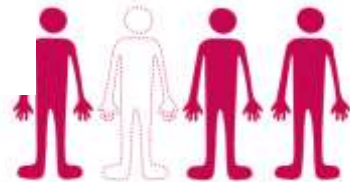
**Change**

Social  
Media

Employer  
Champions

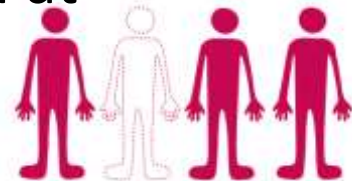
**Champions  
& Lived  
Experience**

**Society**



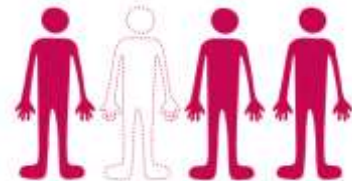
# Mental health in the workplace

- Poor mental health costs the Welsh economy **7.2 billion** a year of a total economy size of 54.1 billion
- **1 in 6** workers in Wales experience mental health issues
- **9 out of 10** employees with a mental health condition have or will experience discrimination in their workplace
- **35%** of employees don't feel comfortable telling their line manager about their mental health condition
- **34%** disagreed that talking about mental health at work is encouraged



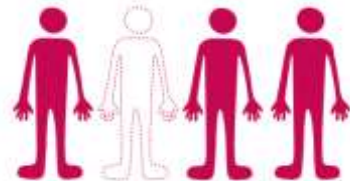


# Our work with employers



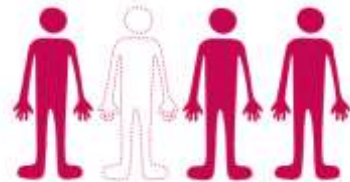
# Employer Pledge: 7 Principles

- Senior level buy-in
- Accountability
- Raising Awareness
- Policy Review
- Share lived experience
- Line Management Training
- Information and Signposting

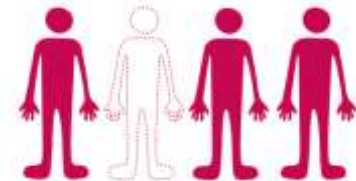




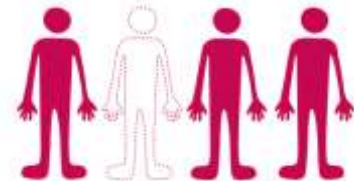
How are we doing?



# 75 pledged organisations in Wales



# 100+ active and empowered Employee Champions



# Wales: what's distinctive?

Gall pethau bychain wneud gwahaniaeth mawr i bobl â phroblemau iechyd meddwl.

#EstynLlaw

estyn llaw

www.estynllaw.cymru

amser i newid  
Cymru

www.amserinewid.cymru.org.uk

Small things can make a big difference to people with mental health problems.

#ReachOut

reach-out

www.reachout.wales

time to change  
Wales

www.time2change.wales.org.uk

Torrwch y tawelwch ynghylch iechyd meddwl

Diwrnod #AmseriSiarad

Chwefror 2 2017

amser i newid

Cymru

diwrnod amser i siarad

www.amserinewid.cymru.org.uk

Break the silence around mental health

#TimeToTalk Day

2 February 2017

time to change

Wales

time to talk day

www.time2change.wales.org.uk

rhown ddiwedd ar wahaniaethu ar sail iechyd meddwl

amser i newid

Cymru

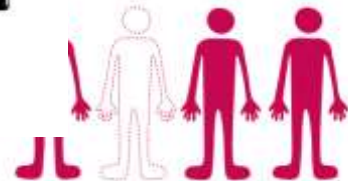
cyflogwr addewid

let's end mental health discrimination

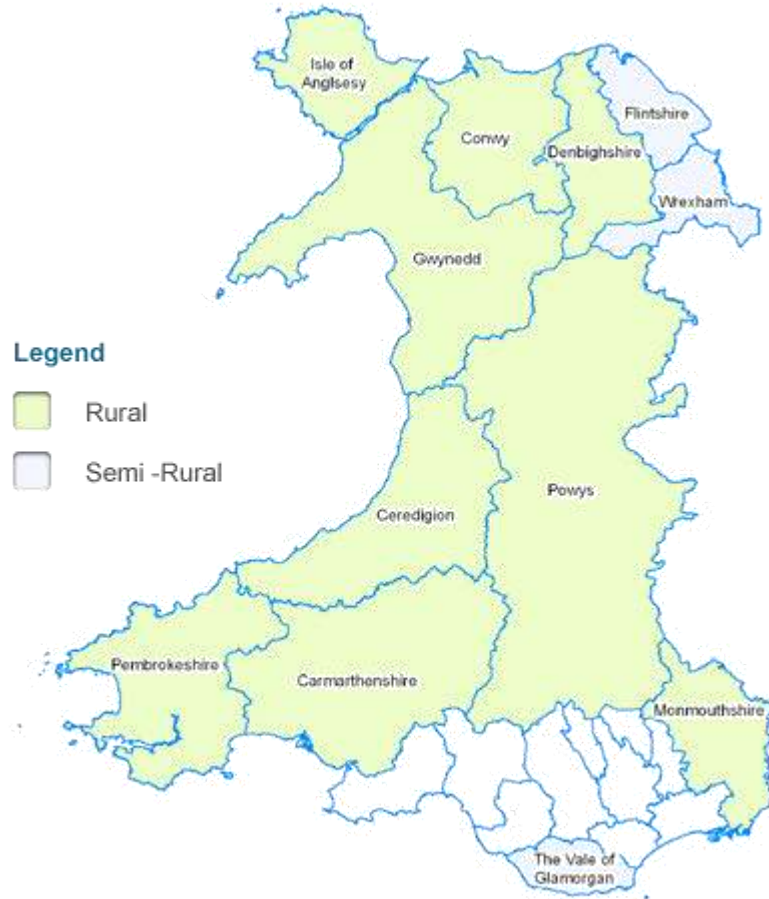
time to change

Wales

pledged employer

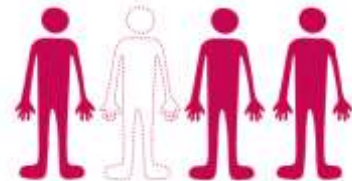


# Wales: what's distinctive?



## Geography

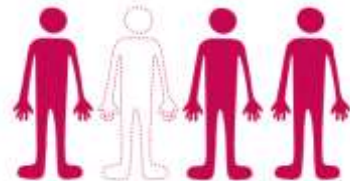
9 of the total 22  
Welsh Local  
Authorities are  
considered rural



# Wales: what's distinctive?

## Employment: Public vs Private

- 27.3% employed by public sector in Wales
- Large companies (>250 employees) make up only 0.7% of businesses
- 95% of private sector are micro-business with <9 employees



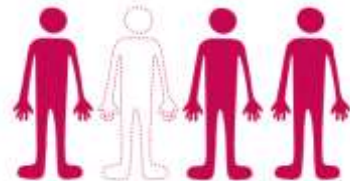


# Evaluation & Findings

- Achieved 5% improvement in attitudes since 2012
- 600,000 people in Wales are aware of Time to Change Wales

## **Employers**

- Annual Employer survey to capture impact
- 100% of pledged employers report that involvement has helped reduce workplace stigma and discrimination
- 92% use internet resources and 85% use flyers and materials and 75% via direct e-communication
- Employers welcome further networking opportunities and support

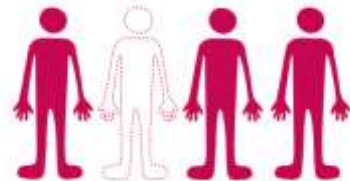




# The Future

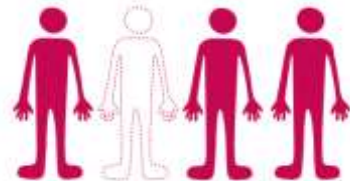
Phase 3 will have a specific audience focus on:

- **Men**
- **Welsh Language**
- **Regional Hubs**



# The Future

- Strategic employer partnerships within public services, Welsh language, rural and male-centric industries
- Empower employers at community hub level
- Strengthen delivery with government partners at national and local level
- Scale up employee champion training and support
- Develop new workplace resources, toolkits and communication materials
- Facilitate employer relations via events and master-classes



**Thank You!**  
**Diolch!**  
**Tak!**

**Lowri Wyn Jones**  
Time to ChangeWales  
Programme Manager

[l.wynjones@timetochangewales.org.uk](mailto:l.wynjones@timetochangewales.org.uk)

**Sara Moseley**  
Director, Mind Cymru  
Chair of TTCW Board  
[s.mosley@mind.org.uk](mailto:s.mosley@mind.org.uk)





facebook.com/ttcwales



@ttcwales



info@timetochangewales.org.uk

timetochangewales.org.uk

