

Motions

The following Motion has been proposed by Councillor Sarah Dyke:-

That South Somerset District Council sign the **Time to Change Employer Pledge**



let's end mental health discrimination

The Time to Change Employer Pledge is a commitment to changing the way we all think and act about mental health in the workplace.

This commitment is supported by a 12-month [Employer Action Plan](#) founded on the principles of the 2017 Thriving at Work Report and built upon 5 years of evidence-based interventions researched by the Time to Change Employers Team.

The Employer Pledge and Employer Action Plan supports your organisation to put in place best-practice interventions and policy to help your staff work in ways that promote a positive mental wellbeing.

Over 1,400 organisations, employing over 3 million people, have now signed the Time to Change Employer Pledge. The Employer Pledge is free of charge and available to organisations based in England.

Why sign the Employer Pledge?

Mental health is a significant issue your organisation cannot afford to ignore:

- 1 in 4 British workers are affected by conditions like anxiety, depression and stress every year.
- 9 out of 10 people who experience mental health problems say they face stigma and discrimination as a result.
- 60% of people say that stigma and discrimination are as damaging, or more damaging, than the symptoms of their mental health problem and 54% percent of people say they are impacted most by such stigma in their place of work.

Poor mental health can have a significant cost to your business:

- Every year a cost of between £33 billion and £42 billion is incurred by employers as a result of poor mental health.

- Mental ill-health is the leading cause of sickness absence in the UK, costing an average of £1,035 per employee per year.
- 300,000 people leave their place of work each year due to poor mental health.

Organisations who take the Pledge and put their Action Plan in place have found that employees report feeling more supported about issues concerning mental health, are more willing to disclose their personal lived experience, and are more confident about making managers and colleagues aware of their experience.

Further information can be found at: <https://www.time-to-change.org.uk/get-involved/get-your-workplace-involved/employer-pledge#toc-1>