



## The Commitment

By signing this Charter, we are making a commitment to meaningful action, not a claim of being perfect or “finished” in our approach to mental health and wellbeing.

This Charter recognises that every organisation is starting from a different place. Progress, honesty, and intent to improve matter more than having everything in place on day one.

### *A commitment to action, not perfection*

Signing the Charter means we commit to:

- Taking practical, proportionate steps to improve mental health and wellbeing in our workplace
- Being open about where we are now and where we need to improve
- Learning, adapting, and improving over time

It does not mean:

- We already have all the answers
- We will never get things wrong
- We are expected to implement everything at once

### *This is a live commitment to progress, not a tick-box exercise.*

How This Aligns with the WHAT / WHY / HOW of the Charter

## WHAT we commit to

We commit to actively building a workplace culture where:

- People feel safe to be themselves
- Wellbeing is part of everyday working life
- Mental health is recognised as everyone’s responsibility

This may include reviewing policies, introducing wellbeing activity, encouraging open conversations, or strengthening support pathways appropriate to our size and capacity.

## WHY we commit

We sign this Charter because we recognise that:

- Mental health affects everyone



- Healthy, supported people build stronger, more sustainable organisations
- Openness, compassion, and early support reduce harm and stigma

Our commitment is rooted in care for our people and a belief that good work and good wellbeing go hand in hand.

## **HOW we commit**

In practice, signing the Charter means we will:

- Lead the change by taking mental health seriously at leadership level
- Talk about it by encouraging open, respectful conversations and challenging stigma
- Support matters by making help visible, accessible, and responsive

We will:

- Act within our means
- Involve our people wherever possible
- Review and refresh our approach over time

## **Our Agreement**

By signing the Mental Health Charter, we formally agree to:

- Treat mental health and wellbeing as an ongoing priority
- Take action that is realistic, meaningful, and right for our organisation
- Foster a culture of openness, respect, and continuous improvement
- Be honest about progress and committed to learning

*This agreement represents our intent to do better, step by step, together.*