

# Press release

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## Trust signs mental health employer pledge

Worcestershire Health and Care NHS Trust has pledged to ‘*change the way we think and about mental health at work*’ as part of a national campaign.

The Trust’s Board have signed the Time to Change pledge and have developed an action plan of activity that will continue to create an open and supportive culture for its 4,000 staff. Time to Change is a national initiative led by mental health charity Mind and Rethink Mental Illness to change the way we think about mental health in the workplace and is calling on businesses and organisations across the country to make the pledge.

The Trust is the county’s leading provider of mental health care and also runs community nursing and therapy services, including the county’s community hospitals. It already runs a programme of health and wellbeing support for staff, including stress awareness courses, mental health first aid, counselling, and online resources.

As part of the action plan the Trust will improve the understanding of mental health across all staff groups and teams, will raise awareness of the signs of stress and depression, and produce information for managers to show how they can support staff members who may be struggling. They will also raise awareness of the support that staff can access to maintain positive wellbeing and give equal weighting to mental health to ensure it is evident in the Trust’s values, behaviours, practices and policies.

**Michelle Clarke, The Trust’s Director of Nursing and Quality, said:** “*As the county’s mental health provider we already provide lots of support to staff, but we really want to lead the way in changing the way we think and act about mental health. Signing the pledge is just the start and we want to really build on the health and wellbeing support we provide to all our staff and teams so mental wellbeing is embedded into the culture of the Trust and how we work and support each other. The Trust depends on its staff to deliver high quality, compassionate services for our patients, service users and families and we recognise that there is a direct link between good patient care and experience, motivated and supported staff.*” -Ends-