



## **MRS PEOPLE & TALENT PROGRAMME**

### **Wellbeing Workstream**

#### Wellbeing at work

- Providing employees with a physically and psychologically safe working environment where mental health is treated as fairly and as openly as physical health, regardless of age, gender, ethnicity, disability, sexual orientation, socio-economic background, religion and or belief.
- An environment that allows and encourages employees to manage themselves with sustainable and healthy workloads to achieve their full potential. Where an organisation sets clear expectations of each role and its responsibilities, with continuing support and guidance.
- Enabling employees to bring their authentic selves to work, by providing an open, inclusive and trusting environment, where the organisation supports its stated values with healthy practices and behaviours, across all levels of a company.
- Support employees to build resilience as they grow in their roles and remove unnecessary sources of workplace stress. Recognising an organisation's responsibility in enabling employees to proactively manage their own mental health.