

Employer ACTION

for better workplace mental health



Mental Health Awareness Week
11 – 17 May 2026

Here are our top actions
for employers across the
employee lifecycle.

Recruitment

Implement a structured, inclusive hiring process with clear criteria, bias checks, and transparent expectations around workload and flexibility. This will impact who applies, feels welcome, and is set up to succeed.



Onboarding

Design onboarding so that it integrates performance, wellbeing, purpose, connection, and clear support pathways. An employee's first few weeks determine whether they feel safe, included, and able to perform freely.



Day-to-day

People need to feel seen, heard and valued to thrive. Consider whether your culture is supporting this. Who is speaking up in meetings? Are people's voices and ideas given equal weight? How does the business react to failure? Is everyone comfortable talking about mistakes? Innovation doesn't just come from success; it comes from failure and learning from it too.



At MHFA England®, we create mentally healthy workplaces where people, communities, and business thrive. Our training and guidance build knowledge and skills in mental health support within the workplace.

Awareness matters, but without action, change doesn't happen. Individual actions are important but real change is led from the top. With the Employment Rights Act 2025 increasing employer accountability for workplace wellbeing, and the Keep Britain Working review highlighting the role of mental health in employment participation, there has never been a stronger case for getting this right from day one.

Mental health and performance go hand in hand. A thriving organisation must embed wellbeing into organisational structures, policies, and ways of working. Employers must consider the needs of the whole workforce: from those starting their careers to those nearing the end, for carers to those with a long-term health condition, from the quietest member of staff to the loudest, and beyond. Employers must take an inclusive approach.

Support and inclusion

Nothing shapes how people feel at work more than their manager. Train managers and hold them accountable for creating inclusive, psychologically safe team cultures. Ensure they can offer support for colleagues needing adjustments, facing life events, and any other challenges.



Retention

Listen to your people. Create a visible feedback loop where employee input leads to action and support and is regularly promoted. Make sure everyone feels appreciated. Celebrate your employees and their performance.



Free resources

As well as our training and consultancy, MHFA England has developed a range of free [resources](#) to help support you. Our [My Whole Self: Guide to creating inclusive workplace cultures](#) is a great starting point.

