

FOR IMMEDIATE RELEASE

What is workplace silence costing the UK economy? Nearly half of workers feel unsafe raising mistakes and risks

MHFA England launches free toolkit to help UK businesses create psychologically safe, productive workplaces

Almost half (45%) of UK employees feel unable to speak up when they spot mistakes or risks at work, a silence that could be costing businesses dearly in lost productivity, workplace accidents, and preventable errors.

New research from MHFA England, released today as part of its My Whole Self campaign, reveals the importance of psychological safety in the workplace. With almost 1 in 7 workers (15%) already making more mistakes due to stress and fear of speaking up, the research points to an untapped opportunity for businesses willing to address the problem.

The research, among 2,000 UK employees, reveals the scale of the challenge:

- 49% don't feel comfortable expressing their needs at work
- 35% don't feel safe asking for help
- 15% have made preventable mistakes as a result of feeling unsafe at work

The business case is clear – psychologically safe teams consistently outperform others, with higher innovation rates, fewer errors, stronger retention, and better wellbeing.

"The opportunity cost is significant," said Sarah McIntosh, Chief Executive of MHFA England and the Association of Mental Health First Aiders. "When people don't feel safe flagging a risk or asking a question, mistakes slip through, quality suffers, and the bottom line and wellbeing take a hit. In an era of rapid AI adoption, we can't afford employees who are too afraid to speak up when they spot errors – human judgement is our strength and safety net. The good news is that psychological safety can be built with the right tools and training to create the conditions that teams need to thrive."

Closing the psychological safety gap

To help organisations tackle the psychological safety gap, MHFA England has launched its free [My Whole Self Day 2026 toolkit](#). The toolkit provides practical, evidence-based resources that any organisation can use, focusing on:

- The link between psychological safety and performance
- Practical actions managers can take
- Simple, accessible activities for teams

"Psychological safety strengthens employee productivity and mental health. We know most employers have the best intentions, but many don't know where to start," added McIntosh. "This free toolkit makes it easier. It translates the evidence into practical steps that organisations of any size can implement. From the conversations managers have, to the way meetings are run, small changes can make a significant difference to whether people feel safe to speak up."

My Whole Self is MHFA England's campaign for workplace culture change. Now in its seventh year, it supports organisations to create psychologically safe, inclusive workplaces where people feel able to speak up, be themselves, and perform at their best. More than 200 organisations, including Ford, the National Crime Agency, and NHS Trusts, have taken part.

One month to go: Join My Whole Self Day 2026

The research is released exactly one month ahead of My Whole Self Day on 10 March 2026 when MHFA England is hosting a free public webinar, exploring how psychological safety supports communication, collaboration, and productivity at work. Organisations can register [here](#).

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NOTES TO EDITORS

For interviews or comment, or more information, please contact:
media@mhfaengland.org.

About the research

- The research was undertaken by One Poll for MHFA England during December 2025 to January 2026, with a nationally representative sample of 2,000 working UK adults

About MHFA England

- MHFA England CIC is a social enterprise, established in 2009
- MHFA England's vision is of a nation where everyone's mental health matters. We work to create societal change so that we can all talk freely about mental health, because everyone should be able to offer and seek support when it's needed. Together we create mentally healthy workplaces where people, communities, and business thrive
- To date, 1 in 35 (January 2025) of the adult population is trained in MHFA England knowledge, awareness, and skills
- MHFA England drives meaningful change and transforms workplaces across the UK by delivering inclusive, market-leading and evidence-based mental health training and consultancy
- MHFA England offers face-to-face, online, and digital training options to increase mental health knowledge, awareness, and skills, including the internationally licensed product, Mental Health First Aid and a range of training for managers
- Mental Health First Aid is the mental health equivalent of physical first aid training. It provides people with the skills and confidence to recognise the signs and symptoms of common mental health conditions; start a conversation; and effectively guide a person towards the right support, be that self-help or professional services. It isn't a replacement for professional medical advice and support
- MHFA England uses its expertise in workplace mental health to support and advise employers on creating cultures where wellbeing and productivity flourish. Its consultancy approach is tailored to suit the needs of the organisation and its people, working collaboratively, building on strengths, and recommending areas for improvement
- MHFA England extends its reach through subsidised training to the NHS and community groups that support young people
- Anyone who trains to be a Mental Health First Aider with MHFA England can become part of the Association of Mental Health First Aiders

- The Association of Mental Health First Aiders is the only membership body of its kind. It will help transform how we talk about and support mental health in the workplace and beyond
- MHFA England provide members with exclusive access to a wide range of resources, from ongoing training and qualifications to events and research.
- More information about MHFA England and our courses can be found at mhfaengland.org or by emailing info@mhfaengland.org

About My Whole Self

- My Whole Self is the campaign for workplace culture change from social enterprise, Mental Health First Aid England
- It calls on organisations to empower employees to bring their whole self to work. That includes background, sexuality, religion, gender, health and mental health
- Now in its seventh year, 100s of organisations, including Skanska, Ford, The National Crime Agency, and many NHS Trusts have adopted the campaign