

Mental Health and Wellbeing – “Embedding a culture change into our future “

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TATA STEEL



Setting the scene – The Concerns

- Mental Health the No1 reason for absence
 - Stigma
 - Trust
 - No Dedicated Staff
 - Lack of Awareness
 - Lack of Understanding
 - Communication
-
- WHERE DO WE START ???



Setting the scene – The Positives

- Trade Union Support
- Passionate people across the business
- 250 MHFA throughout TSUK
- We can work with this !!



Breaking the stigma – Our Biggest Challenge

- Gain trust
 - Build relationships
 - Be relatable
 - Get onto the “shop floor”
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- Delivered my personal story to over 2500 employees within 6 months.



MHFA – Make the team stronger

- Create a support group
- Regular Calls
- Teams Page
- MHFA e-mail address
- Conversation Forms
- Train more MHFA (Over 400 to date)



Where are we now

- Broken down a lot of the Stigma but it still exists.
- Wellbeing Hub
- Wellbeing Rooms across TSUK
- Healthy TSUK page
- Wellbeing SharePoint
- Wellbeing Spaces
- MH Awareness Days and Campaigns



Must haves

- Senior Leadership Backing
- Trade Union Support
- Good Communication
- Passionate People
- Relationships
- Networks



The reason why ??

*It is often mentioned,
if we only help one
person, that is
enough.*



Why is it so important?

We often say... if we just help one person!

Employee Quote

“Through a very difficult period in my life where I lost both my parents, The Hub and the support it gave to me is the reason I am still here today”.

Keep in touch:



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Thank you

