



Charter For Employers Who Are Positive About Mental Health

Imperial College London

has signed the Charter for Employers who are Positive about Mental Health

As an employer we recognise that:

- ✓ People who have mental health issues may have experienced discrimination in recruitment and selection procedures. This may discourage them from seeking employment.
- ✓ Whilst some people will acknowledge their experience of mental health issues in a frank and open way, others fear that stigma will jeopardise their chances of getting a job.
- ✓ Given appropriate support, the vast majority of people who have experienced mental ill health continue to work successfully as do many with ongoing issues.

As an employer we aim to:

- ✓ Show a positive and enabling attitude to employees and job applicants with mental health issues. This will include positive statements in local recruitment literature.
- ✓ Ensure that all staff involved in recruitment and selection are briefed on mental health issues and The Equality Act 2010, and given appropriate interview skills.
- ✓ Make it clear in any recruitment or occupational health check that people who have experienced mental health issues will not be discriminated against and that disclosure of a mental health problem will enable both employee and employer to assess and provide the right level of support or adjustment.
- ✓ Not make assumptions that a person with a mental health issue will be more vulnerable to workplace stress or take more time off than any other employee or job applicant.
- ✓ Provide non-judgemental and proactive support to individual staff who experience mental health issues.
- ✓ Ensure all line managers have information and training about managing mental health in the workplace.

5th February 2018
To be reviewed on 5th February 2020

L Lindsay
Director of HR and Organisational Change