

Mental Health and Employment – A Mind To Work

The new Good Practice Guide from City and Hackney Mind



“As the Borough Director responsible for the mental health services provided in City and Hackney by the East London NHS Foundation Trust, I wholeheartedly welcome this initiative and fully endorse the guidelines and advice laid out in this booklet.”

Dean Henderson

Borough Director – East London NHS Foundation Trust

Written by someone who has both personal and professional experience of the issues surrounding mental health and employment, ‘A Mind to Work’ is the ideal introduction for those new to this field, as well as those already working with people with mental health issues in a non-specialist context, e.g. Job Centre Plus advisors and employees of other mainstream services.

It is illustrated throughout with real life case studies and quotes and thanks go to all those service users and employees at City and Hackney Mind who readily gave their personal contributions this project.

Set out in six parts, this publication provides a comprehensive overview of the issues involved in supporting adults with mental health needs to successfully gain and sustain employment:

- Section 1 provides an overview of the **main barriers to employment**
- Section 2 gives a clear overview of the specific **models of employment support** used in this field, including the **Individual Placement and Support model**.
- Section 3 presents the **specific method** of working employed by City and Hackney Mind and covers aspects of **good practice** such as assessments, action planning and the process of SMART goal setting.
- Section 4 covers **major legislation** governing employer / employee relations, i.e. the **Disability Discrimination Act (1995)** and the **Disability Equality Duty (2006)**, with a particular emphasis on the concepts of Reasonable Adjustments and Disclosure.
- Section 5 presents **the business case for employing people with mental health needs**.
- Section 6 looks at the topic of **In-Work Support** including the introduction of the newly developed **Healthy Work Plan** – an essential tool used to support employers and employees to communicate openly about the management of mental health in the workplace.

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