

DExEU Voluntary Reporting: Mental Health, Disability & Wellbeing

Foreword - Clare Moriarty, Permanent Secretary:

I am delighted that the Department for Exiting the European Union (DExEU) is publishing our first annual report on Mental Health, Disability and Wellbeing. Our people are at the heart of our organisation and the Senior Leadership Team are all committed to building a culture where everyone can flourish and thrive. Supporting disability, mental health and wellbeing is crucial to this. DExEU is still a relatively young department, and we are committed to fostering an inclusive environment where everyone feels valued for who they are. We'd welcome any feedback on this report as we work towards this goal.

Introduction

In November 2018 the Government launched a new framework to encourage businesses to report how many of their staff have a disability or health condition, and also to report on the health and wellbeing of staff. The framework is voluntary, and was created in partnership with employers and charities. The Civil Service as a whole currently reports against the framework in full - this report provides the Department for Exiting the European Union's latest report in accordance with the [guidance](#) for voluntary reporting. Our priority is to ensure DExEU is a great place to work for all of our staff, ensuring we are a Diverse, Inclusive and Supportive employer. Supporting mental health, disability and wellbeing is crucial to ensuring DExEU is a great place to work. This report therefore sets out the current position, progress and next steps in relation to supporting mental health, disability and wellbeing in DExEU.

Voluntary Reporting on Mental Health and Wellbeing

Wellbeing is a priority within DExEU, it is vital to us that DExEU is an organisation where our people can thrive. We encourage an open culture and want all of our staff and their managers to feel confident talking about mental health and wellbeing issues. This is led from the very top of our organisation, with Senior Leaders regularly speaking out and sharing their own experiences about Mental Health and Wellbeing in all staff events and communications.

In 2018, DExEU participated for the first time in the MIND (Mental Health Charity) employer index receiving a silver accreditation award. The feedback from the index has helped to inform our strategy and action plans over the last year to ensure continuous improvement. DExEU is also committed to meeting the Civil Service Thriving at Work Standards which forms a core component of the DExEU strategy and plan. The 2019 assessment shows

DExEU as either meeting or due to meet all standards by April 2020. Our strategy and plan is also informed by staff feedback from the People Survey (see detail of results below) and staff engagement sessions.

DExEU has a Wellbeing Network which is active in raising awareness and promoting an open culture to discuss mental health and wellbeing issues. The network also runs events to promote both physical and mental health across the department. The network is closely aligned to the Human Resources team to feed into the strategy, provide an employee voice, and develop joint communication and engagement plans.

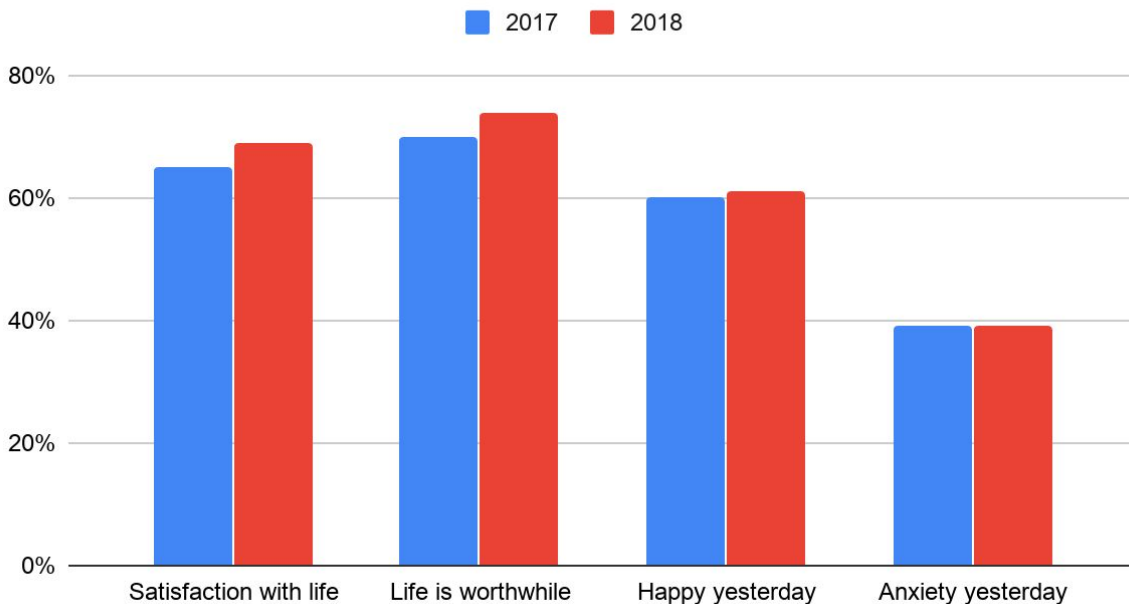
DExEU has a network of trained Mental Health First Aiders who offer first hand support and advice to colleagues looking for a safe space to raise mental health or wellbeing concerns. Currently approximately 7% of our workforce are trained as Mental Health First Aiders, however, the aim is to increase this to 10% by the end of the financial year.

It is important to us that our senior leaders and managers lead by example. To date we have run Wellbeing Confident Leaders Training for approximately 40 Senior Civil Servants (SCS). We will be running further sessions throughout 2019 to account for turnover. We have also run a series of line manager training sessions through the charity Mind to ensure our line managers are confident and equipped to support their staff. We are also partnering with Civil Service Learning to pilot the new Civil Service Teaming intervention to support teams in building resilience.

DExEU has a contract with Health Management Limited (HML), who is our occupational health and employee assistance program (EAP) provider. Through EAP all DExEU employees are able to access expert guidance, specialist counselling and support, in addition to regular workshops and training (such as resilience, mindfulness, sleep workshops etc) and resilience coaching to support both mental and physical wellbeing.

Wellbeing People Survey Data

People Survey Personal Wellbeing Scores



DExEU uses the PERMA index to measure the extent to which employees are flourishing. This index combines measures of positive emotion, Engagement, Relationships, sense of Meaning and sense of Accomplishment. In 2018 DExEU employees had a PERMA index score of 76%, which is higher than the median score for the Civil Service as a whole (74%).

A stress index score is also calculated using the Civil Service People Survey questions aligned to the Health and Safety Executive Stress Management Standards. The higher the index, the more challenging the workplace environment is for stress. Factors include higher workloads, lower control over how to do work, and the level of support from team and manager. DExEU had a stress index of 26% in 2018 which is lower than the Civil Service median of 29%.

Voluntary Reporting on Disability

In July 2019, 8% of DExEU employees declared themselves as living with a disability (as a proportion of all those who reported their status). DExEU is a relatively new department and therefore throughout 2018 a concentrated effort was put on ensuring staff declare diversity data. As a result we are not able to provide comparator figures on previous years. In 2018 the average across the Civil Service was 10%.

Our ambition over the next year is to increase representation of Disabled staff in DExEU to be equal to that of the Civil Service average (as a minimum). We are a Disability Confident Leader, using the symbol in recruitment material to set out our offer to progress to interview

candidates with a disability or long term health condition who meet evidence requirements. We will be reviewing our attraction and branding strategy and plans to further promote DExEU as a Disability Confident Employer both across the Civil Service and externally.

DExEU has a disability network (enAble) that holds events and raises awareness of issues facing colleagues with disabilities. The network works closely with the Human Resources to contribute to the departmental strategy and plans.

Staff with disabilities are supported by their line managers, occupational health and the workplace adjustments team to ensure appropriate provisions and adjustments are made to ensure all of our staff have the right support in place to flourish in their roles. We work closely with the Civil Service Workplace Adjustment Service, which was launched in April 2015. As part of our partnership, DExEU uses the Civil Service wide Workplace Adjustment Passport.

Next Steps

Mental Health, Disability and Wellbeing continue to be priorities for DExEU over the next 12 months. Our key areas of focus are to continue to:

- encourage greater representation of disabled staff in DExEU and promote a culture and processes that enable all employees to flourish
- promote a culture of wellbeing in the department and provide a range of support routes to support staff and managers in managing wellbeing
- focus on Line Manager and Senior Leader capability to encourage and support the wellbeing of their employees
- roll out the Wellbeing Confident Leaders training for senior leaders and pilot Civil Service Teaming Sessions for delegated grades
- reach our aim of expanding our network of Mental Health First Aiders to cover 10% of our workforce

This is the first voluntary report for DExEU. Due to the age of the department we have benchmarked against the wider Civil Service. We anticipate having more data to measure improvements within DExEU in the 2020 report.