

One in four people will experience some kind of mental health condition in the course of a year. UCU believes that we all have a role to play to ensure that the stigmas and negative stereotypes are challenged. We should encourage direct interaction with members who need mental health support, as it helps prevent discriminatory attitudes and behaviours. To achieve this requires willingness from all, i.e. the individual themselves, colleagues and managers. UCU will maintain confidentiality of its members who are living and working with a mental health issue or condition.

<p style="text-align: center;">SUPPORT</p> <p>UCU will support its members who have a mental health issue or condition to allow them to continue to work without fear or stigma.</p> <p>UCU will work with the employer to ensure that the culture and working environment is supportive to the needs of staff with a mental health issue or condition</p>	<p style="text-align: center;">CHALLENGE</p> <p>UCU will challenge and resist any attempt to stigmatise and marginalise any member due to their mental health issue or condition.</p> <p>Individuals with a mental health issue or condition are protected from discrimination in work under Equality and Health and Safety legislation</p>	<p style="text-align: center;">NEGOTIATE</p> <p>UCU has produced policy and guidance that supports reps in negotiating effective policies for use in the workplace.</p> <p>Branches play a key role in ensuring that policies and procedures are beneficial to members</p>
<p style="text-align: center;">RAISE AWARENESS</p> <p>UCU will raise awareness during Mental Health week on the issues faced by individuals with a mental health issue or conditions</p> <p>Displaying a poster, sending a tweet, organising a seminar or coffee morning can help to raise awareness and stimulate discussion</p>	<p style="text-align: center;">TRAINING</p> <p>UCU provides training in supporting its representatives and members with a mental health issue or condition.</p> <p>Our training programmes are designed to allow members to expand their existing knowledge and skills base in supporting members in the workplace</p>	<p style="text-align: center;">SIGNPOST</p> <p>UCU will signpost and refer members to sources of further support</p> <p>Feeling alone? There are a number of organisations that provide various levels of support.</p> <p>UCU will provide a list of organisations that provide specialist assistance.</p>

UCU Branch Chair / Secretary

Branch Chair / Secretary, Campus Unions

Date