

MENTAL HEALTH & SEASONAL STAFF



We take mental health needs seriously and take steps to **support positive mental health** for our seasonal staff working on the NCS Programme. This includes making **reasonable adjustments** for seasonal staff with a mental health disability recognised under the **Equality Act 2010** to remove any **substantial barriers** this presents in their role.

OUR APPROACH

Our approach to mental health is based upon guidance from **Mind** and **Rethink**. Our **managers have training** to support good mental health during the programme and support seasonal staff with reasonable adjustments for mental health disabilities. We also provide **self-help resources** to seasonal staff with **practical tips, action plans & coping strategies**.

DISCLOSING YOUR DISABILITY

You can **tell us** about a mental health disability or need when you complete the **Health, Safeguarding & Inclusion form** once you've been offered a role, or by contacting our **Health, Welfare & Disability (HWD) service** by emailing hwd@the-challenge.org.

REASONABLE ADJUSTMENTS

Only your Staffing Associate & line manager will know about your mental health needs/disability, and will discuss the adjustments below **confidentially** with you before you start your placement, and you will be able to **decide which, if any**, you want to use:

- More **regular check-ins** with your line manager
- Agreement about how best to approach **feedback**, especially for anxiety disorders
- Addressing any mental health **symptoms you'd like us to be aware of**, such as taking medication, planned breaks, getting extra sleep on a residential wave
- **Agreement of what we should do** if your mental health gets worse in any way during your employment (e.g. how you will tell us, signs for us to be aware of, how we should respond)

OUR REQUIREMENTS

- We may ask you to complete a **Wellness Action Plan** with your line manager (this will be decided on a case-by-case basis)
- We may ask you to **disclose** any **medication** you are taking, and any potential **side-effects** of this medication (e.g. drowsiness) which may affect your role
- We always suggest & encourage seasonal staff with mental health needs/disabilities to think about these adjustments **in advance** and agree them with your line manager before you start your placement.

MENTAL HEALTH SELF-HELP RESOURCES

As part of our approach to support our seasonal staff and promote good mental health on the NCS programme, we have developed some **self-help resources**. These include **tips & advice for coping mechanisms** you can try on your placement, examples of **positive mental health actions**, and access to more specific **self-help planning tools**.

These have been created using advice from the mental health charities **Mind** and **Rethink**, and our own experience, including the **views of seasonal staff** with mental health disabilities.

If you have any tips or resources that work for you and you think might work for others, please **share** them with us! Please send your suggestions to our **Health, Welfare & Disability** service: hwd@the-challenge.org.

RESOURCES

- [Wellness Action Plan: what it is and how to use it](#)
- [3 ways to promote positive mental health at work](#)
- [Seasonal staff with mental health needs: benefits of working on NCS](#)
- [Signposting: services to support mental health needs & disabilities](#)