### The InsideOut Mental Health Leadership Charter Framework

#### Charter Principles | Stevenson-Farmer Standards
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1. **We believe in prioritising the mental health and wellbeing of our employees** |  
2. **We have or will appoint a Board level sponsor for mental health** | Enhanced Standard 2
3. **We will include mental health and wellbeing on the Board meeting agendas a minimum of every 6 months** | Enhanced Standard 2
4. **We will introduce at least one mental health and wellbeing initiative each year, the impact of which will be shared in the company annual report (or equivalent)** | Enhanced Standard 1
5. **We have produced or commit to producing a dedicated annual report on employee mental health and wellbeing** | Enhanced Standard 1
6. **We have been represented on the InsideOut LeaderBoard or commit to work towards participation** | Core Standard 3
7. **We commit to role modelling healthy behaviours in our senior leadership team** | Core Standard 4

#### Best Practice Checklist

1. **We believe in prioritising the mental health and wellbeing of our employees**
   - Mental health and wellbeing is a stated priority of the organisation
2. **We have or will appoint a Board level sponsor for mental health**
   - Sponsor will be the CEO or equivalent
   - Sponsor will be the CFO, COO or CCO or equivalent who commits to speaking at an organisation wide mental health awareness event.
3. **We will include mental health and wellbeing on the Board meeting agendas a minimum of every 6 months**
   - Mental health and wellbeing is included in all Board meeting agendas
   - Mental health and wellbeing is a strategic priority of the board
4. **We have produced or commit to producing a dedicated annual report on employee mental health and wellbeing**
   - The organisation reports on mental health and wellbeing in the annual report
   - The organisation undertakes detailed analytics to report and inform on employee mental health and wellbeing actions and initiatives
5. **We will introduce at least one mental health and wellbeing initiative each year, the impact of which will be shared in the company annual report (or equivalent)**
   - One new initiative is introduced each year and the impact is reported on in the annual report
6. **We have been represented on the InsideOut LeaderBoard or commit to work towards participation**
   - The organisation has representation on the LeaderBoard
   - The organisation has a strategic plan around creating a mentally healthier workplace and this is implemented and tracked in the annual report. A minimum of 2 new initiatives are introduced each year
7. **We commit to role modelling healthy behaviours in our senior leadership team**
   - Senior leaders actively role model positive behaviour in respect of the pillars of wellbeing eg visibly taking a lunch break or exercising in the day
   - Senior leaders have an awareness of the pillars of wellbeing (Sleep, Stress management, Social Connection, Nutrition, Doing Good, Purpose, Exercise) and adopt good practice in these areas

#### Stevenson-Farmer Core Standards
1. Produce, implement and communicate a mental health at work plan
2. Develop mental health awareness among employees
3. Encourage open conversations about mental health and the support available when employees are struggling
4. Provide your employees with good working conditions
5. Promote effective people management
6. Routinely monitor employee mental health and wellbeing

#### Stevenson-Farmer Enhanced Standards
1. Increase transparency and accountability through internal and external reporting
2. Demonstrate accountability
3. Improve the disclosure process
4. Ensure provision of tailored in-house mental health support and signposting to clinical help