



WHERE'S YOUR  
**HEAD AT?**



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## **Natasha Devon MBE**

**Campaigner and author  
Co-founder of Where's Your Head At**



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[www.wheresyourheadat.org](http://www.wheresyourheadat.org)

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# MANIFESTO

'Where's Your Head At?' is calling for a working world where mental health is supported and protected. A world where wellbeing is at the heart of all we do.

Bauer Media UK, Mental Health First Aid (MHFA) England and Natasha Devon MBE are calling on employers, business leaders and MPs from across the country to sign up to support the 'Where's Your Head At?' Workplace Manifesto.

In signing up to this manifesto I/we **recognise** that:

1. Everyone has mental health – whether you're a CEO, manager, construction worker, MP, celebrity or a member of the royal family. Mental ill health doesn't discriminate, so every organisation needs to stand up, tackle the stigma, and prioritise mental health in the workplace.
2. We need to build a diverse and inclusive workplace to lead to a happier and healthier working environment where people feel free to bring their whole selves to work.
3. We need to treat mental and physical health equally in the workplace. Strengthening how mental health is protected under health and safety legislation is a key part of this – every employee has a right to mental health first aid just as they do physical first aid.
4. Employers need to turn mental health awareness into positive action and develop a 'whole organisation' approach to workplace mental health by striving to implement the six 'core standards' or a mentally healthy workplace as set out in the Government's Thriving at Work review.
  - i. **Produce, implement and communicate a mental health at work plan**
  - ii. **Develop mental health awareness among employees**
  - iii. **Encourage open conversations about mental health and the support available when employees are struggling**
  - iv. **Provide your employees with good working conditions**
  - v. **Promote effective people management**
  - vi. **Routinely monitor employee mental health and wellbeing.**