

THIS CAN HAPPEN. AWARDS

GLOBAL

in association with
ALLEN & OVERY

The Winners' Book

WEDNESDAY 14 JUNE 2023



**CELEBRATING EXCELLENCE
IN WORKPLACE MENTAL WELLBEING**



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AWARDS PRESENTATION HOSTED BY:
Harriet Beveridge Coach, Stand-Up Comic and budding Neuroscientist

FOREWORD

Welcome to the 2023 winner's ebook!

Our judges convened at Allen & Overy's London office to consider a record number of entries, which they shortlisted down to 62.

Chosen from around the world, the judges brought their diverse experiences of workplace wellbeing to the judging process. We were especially delighted to welcome some of our past winners and Ambassadors as judges, bringing their unique perspectives of mental health to the room. Judging was especially hard due to the increased number of entries and their quality, which has again moved up a level, demonstrating that organisations are investing resource, time and deeper thought in the mental health and wellbeing of their colleagues.

We also want to take this opportunity to thank Toni Graves and Allen & Overy for supporting the awards since their inception. Their dedication to supporting best practice and wellbeing is clearly evident and their support of these awards enables all organisations, whether small or large, to learn from one another and share best practice.

ZOE SINCLAIR

Co-Founder
This Can Happen

A message from our Jury Chair



2023 has been a pivotal year for the awards, with new categories and the appointment of judges from across the globe.

With a record number of entries, the judging process required more time and consideration. The resounding impression of those involved was that the breadth and depth of what is being done to support wellbeing in companies is now being seen in many ways, shapes and forms.

I was also pleased to see that each of the shortlisted entries was able to demonstrate the effectiveness of their work with concrete results that proved the value of their endeavours. This supports the belief that the more we can prove the value of supporting the mental wellbeing of our colleagues, the more everyone benefits; the employee, their families and of course the business too.

This year's Grand Prix Winner is Deutsche Bank, which won the Best Employee Network / Resource Group category. This was one of the most contested categories and the quality of the entries was outstanding. What made the Deutsche Bank entry sit head and shoulders above the others was how, after such a short period of time, the results reflected the team's dedication and drive for change. Many congratulations to them and to all those who made the shortlist.

Finally, I would like to thank my fellow judges, who spent many hours of their time judging, shortlisting and deliberating the entries. We were delighted that there were clear winners and worthy commendations, and we hope that all the shortlisted entries celebrate their deserved success.

Toni Graves

Global Head of Reward, Benefits and Wellbeing, Allen & Overy

Meet our Judges

Our judges were recruited from all over the globe to reflect diverse knowledge and expertise. They undertook over 600 hours of judging and convened at Allen & Overy's London office to consider the shortlist. Led by Toni Graves, Global Head of Reward, Benefits and Wellbeing at Allen & Overy, this was the ideal group of experts to find the most impressive work.



Toni Graves
Global Head of Reward,
Benefits and Wellbeing,
Allen & Overy



LISA ANDERSON
Partner, COO
Generation IM LLP



SARAH BODDEY
Chief Diversity, Equity
& Inclusion Officer,
EMEA & APAC
Northern Trust



SYLVIA BRUCE
Director
Sylvia Bruce



DANIEL CALLAGHAN
Employer Brand
Specialist
Tonic



CHARISSA CHAN
Head of People and
Culture
Swire Hotels



DR MONIKA MISRA
Global Head of
Employee Health and
Wellbeing
GlaxoSmithKline



STEVE MOSLEY
Information &
Communication
Manager
Omexom UK & RoI



CHRIS NEAL
AVP Residual Analysis
Europe
Enterprise Rent a Car



KELLY OSBORNE
Head of Health and
Wellbeing
Wates Group



DR ALKA PATEL
Lifestyle Medicine
Physician, Longevity
Coach and CEO
Lifestyle First



JESSICA CHERRY
Senior Legal Editor
Practical Law /
Thomson Reuters



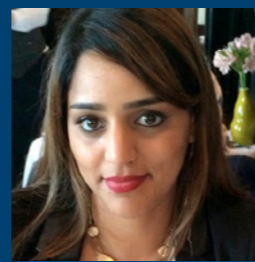
JACK ELLIS
Senior Client Partner
Yahoo



MATT FELL
Head of D&I Program
Management Office
Bloomberg



FIONA GALLAGHER
Strategic Projects
Lead, Global People
KPMG



ANITA GURU
The Mind Coach



HALE PULSIFER
VP Customer
Inclusion, Disability
Community
Fidelity Investments



STEPHEN ROBSON
Chief Human
Resources Officer
Copper



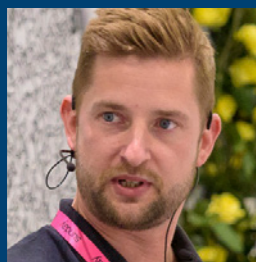
NICOLA RUMBLE
Technical Accountant
Swiss Re



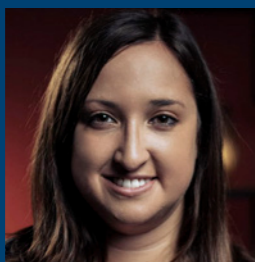
DAVE SEGLINS
Journalist & Wellbeing
Champion
Canadian Broadcasting
Corporation



**ADRIAN
SHAH-CUNDY**
Corporate
Responsibility Director
VolkerWessels UK



KRIS HALL
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Project



ALICE HENDY
CEO and Founder
Ripple Suicide
Prevention



XANDER HOUGH
HR Director
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MICHAEL KASDAN
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HELEN MATTHEWS
Chief People Officer,
EMEA
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LOU SHELLEY
Site Engagement
Lead/Global Co Lead
Abilities ERG
Intuit QuickBooks UK



AMANDIP SIDHU
Founder
Doctors in Distress



SUNITA WAZIR
Global Wellbeing Lead
Unilever

Best Mental Wellbeing in the Workplace Strategy: Large Company

Winner

Bank of Ireland

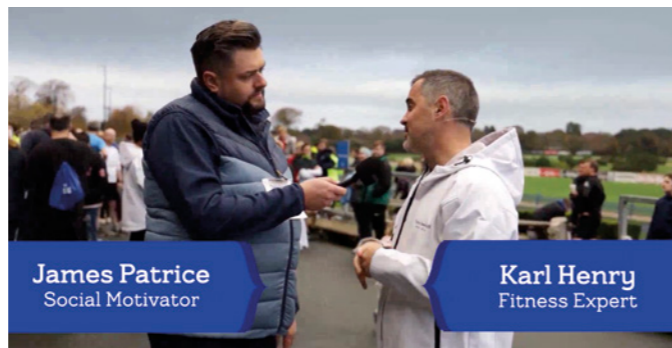
This award recognises workplaces with over 750 employees that have implemented an exceptional strategy to strengthen mental wellbeing in the workplace

Bank of Ireland is a diversified financial services organisation with staff in Ireland, the UK, the USA, France, Germany and Spain, providing personal and commercial financial services through its branch network, phone and online banking services. To deliver for its customers, the bank recognises it needs to prioritise its employees' wellbeing to ensure they are thriving, happy and healthy.

The cornerstone of its wellbeing strategy is Power Down & Recharge: a commitment to encourage leaders and colleagues to support their daily wellbeing. It is underpinned by four Ws: wellbeing, workspace, working day and workload. As Covid-19 restrictions lifted in 2022, the bank chose to focus on several key areas to support employee wellbeing: transforming its colleague policies; celebrating and supporting women's health; managing stress; supporting hybrid working; and providing opportunities for connection.

The bank undertook a full review of legislation and best practice, looking to embed its purpose and values in its policies and include staff views through focus groups. To improve its support for female employees, it held a series of women's health live sessions and podcasts from June to November and also introduced domestic abuse and menopause policies.

To help employees manage stress better, the bank kicked off a segmented campaign.



All staff had access to a stress management model, conversation guides and podcasts and could complete a workplace wellbeing assessment to raise awareness of their current wellbeing and possible risks, with support from group/one-to-one coaching.

The bank also ran a burnout awareness conference for managers, while senior leaders could attend an event focusing on stress and access the Blink Effect programme, designed to build psychological flexibility in current and aspiring leaders.

To support hybrid and flexible working, it provided conversation guides on returning to office and introduced new hybrid supports. The focus on opportunities for connection included a six-week programme, Tom's Desk to 5K, in memory of loved ones who have passed away, supported by competitions, charity funding, colleague motivators and training guides

The bank either enhanced existing policies

Snapchat star James Patrice and personal trainer Karl Henry provided motivation for the 'Tom's Desk to 5K' initiative



The bank introduced various new types of paid leave to support families

or introduced new ones for family-friendly paid leave - including foster care, surrogacy, fertility and enhanced paternity leave. The judges praised this alongside the bank's "market-leading policies" on domestic abuse and menopause.

Achievements

Some 3,500 staff completed the workplace wellbeing assessment and received personal reports identifying key drivers of burnout in the organisation, while the people managers' burnout awareness conference had 1,000 attendees over five sessions. More than 50 senior leaders enrolled on the Blink Effect programme.

The bank opened a wellbeing studio on 1st November to support hybrid working and more than 7,000 employees registered on its BOI Wellbeing app. It also rolled out Gympass, offering free apps for mediation, nutrition, coaching and free online classes as well as access to subsidised fitness venues for staff. 1,200 staff registered to complete Tom's Desk to 5k across 15 locations in November.

Finally, the bank reported improved scores from staff on engagement (up five points from the 2021 survey), feeling positive about work (up 11 points), with staff saying they had better work-life balance and felt supported and connected. Staff reporting constant strain dropped four points and was below the financial services average. ■

Judges' comments

✦ The Bank of Ireland has taken a huge positive step with the introduction of family-friendly paid leave including foster care leave, surrogacy leave, fertility leave and enhanced paternity leave. Excellent to see this kind of commitment.

✦ The video brought it to life. Sometimes strategies can be so broad, but this one is niche - I really admire that

✦ I love this entry, any employer who can pay you and tell you to power down is commendable in my eyes. Thriving employees make a great workforce!

Shortlisted

- Avanade
- Bank of Ireland
- Experian
- Wave

Best Mental Wellbeing in the Workplace Strategy: SME

Winner

Enginuity Group

This award recognises workplaces with fewer than 750 employees that have implemented an exceptional strategy to strengthen mental wellbeing in the workplace

As a small (around 100 employees) charity with a fully remote workforce, Enginuity knew the challenges working from home can present. So when Covid-19 hit, the organisation accelerated its focus on mental wellbeing so it could support staff quickly during this difficult time.

Enginuity's strategy takes a holistic, proactive and preventative approach to wellbeing, and offers timely reactive support when colleagues need it. The strategy focuses on culture and leadership as the organisational enablers to wellbeing, while providing support and health interventions through the Employee Assistance Programme (EAP), occupational health, Mental Health First Aiders, and preventative training and toolkits.

Aiming to more fully embed wellbeing in the organisation's culture, in June 2022 Enginuity introduced a new employee survey, partnering with an employee voice platform called Hive. It introduced a "Wellbeing Index" measure, enabling it to take a temperature check of mental wellbeing across the business at a granular level, providing insight so it can focus efforts where they are most needed. Strategy targets included: attendance of at least 97%+; Employee Engagement Index scores of 7.0+; Wellbeing Index scores of 7.0+; and EAP use rate of 12%+.

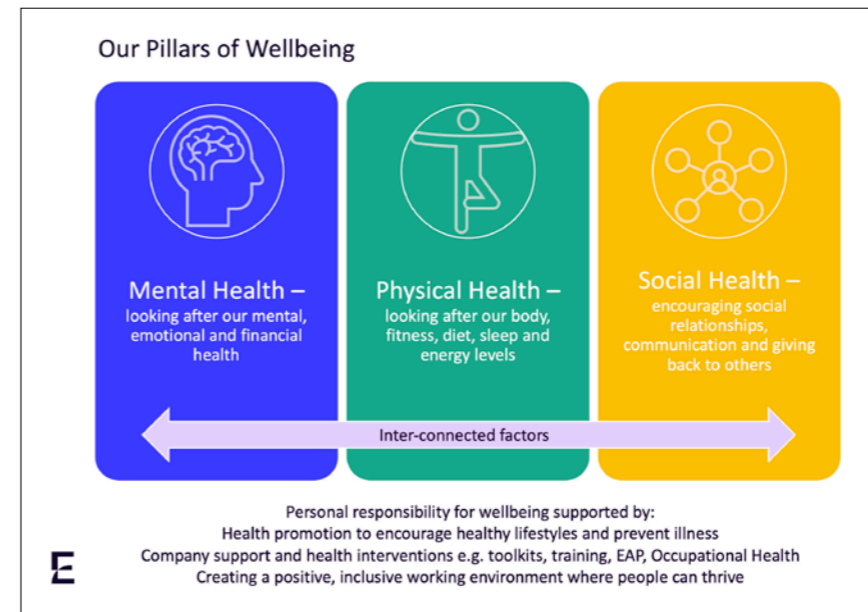
Using the Hive platform helped Enginuity measure employee wellbeing down to team



level through annual/pulse surveys, talk to colleagues about the results and target interventions. All departments/teams are involved in survey feedback workshops, and action plans are "live" and discussed regularly by managers. Survey results are discussed at Enginuity's Employee Voice Forum, with direct feedback from Employee Champions about how people are feeling.

In addition, all managers receive mandatory mental health training with supporting toolkits, and the CEO's monthly business update includes a standing "wellbeing" item. Social connections and desk breaks are encouraged via walking challenges, which achieved an 18% sign-up rate, while Mental Health First Aiders run virtual mindfulness sessions and coffee and chat sessions.

Highlighting the central role of wellbeing in the organisation, Enginuity's corporate induction includes a section on wellbeing, with wellbeing discussions also part of monthly one-to-ones. The charity also



offers e-learning on resilience/mental health for all colleagues.

Achievements

Before Enginuity began using the Hive platform the organisation did not measure wellbeing other than through attendance figures and qualitative feedback. Hive has now enabled it to track the progress it is making. Enginuity's summer 2022 survey showed promising wellbeing insight. In its December 2022 pulse survey, when compared with the annual survey in June 2022, the Engagement Index score increased from 7.0 to 7.4, while the Wellbeing Index decreased from 7.3 to 6.9. Having sight of this decline in employee wellbeing enabled managers to quickly react, discuss the reasons for the dip with teams and put support in place.

Enginuity's EAP use level in 2022 was 23%, up from zero two years before when there was no trust in the service. With managers playing an instrumental role in promoting wellbeing in their teams, the positive feedback from Enginuity's manager training was particularly encouraging. For its most recent training, pre-course 37.5% of managers strongly agreed they could confidently start a conversation with an employee about mental health; post-course this was 60%. And pre-course 25% strongly agreed they felt confident to tackle mental health stigma in the workplace; post-course this was 70%. ■



Love this. When you look at the results, you get an understanding of the business benefits, which is the key to helping a business stick to it.

The pre- and post-metrics are very compelling, and so is the proactive approach.

I love that their approach was shaped by employee feedback and that they provided manager training, which is so important and too often overlooked

Highly Commended

→ Punter Southall
Aspire

Shortlisted

→ Jami

→ Landor & Fitch

Best New Workplace Approach to Mental Wellbeing

Winner

Media Cause

This award is given to a workplace that has recently recognised explicitly the importance of addressing mental wellbeing, and within the past 18 months has taken first steps to change its culture

Media Cause is a full-service digital marketing agency that works solely with non-profits. In three years, it has gone from a 35-person operation based in four offices to a team of 76, most working remotely from more than 10 US states.

The nature of Media Cause’s work makes it emotionally taxing, combining as it does highly charged issues such as homelessness and domestic violence with demanding client expectations. Work-life balance had always been a priority for Media Cause, with flexible schedules, unlimited PTO, and a weekly cap on billable hours. In the company’s start-up phase it didn’t have a formal wellbeing programme. As the agency grew rapidly, while remote working increased during a time of general social upheaval, it quickly became clear such a programme was needed.

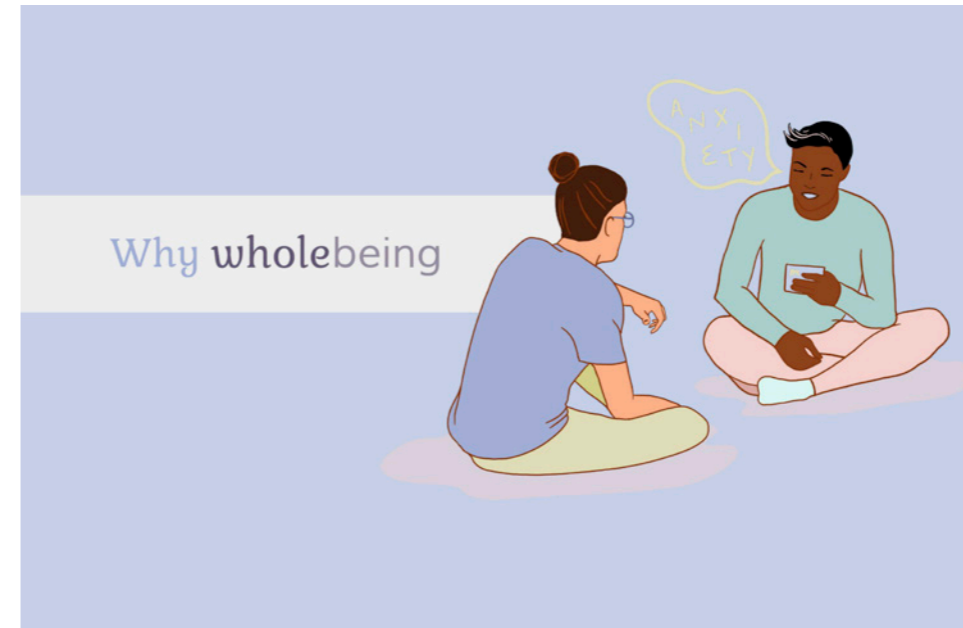
Media Cause surveyed its staff and discovered many different sources of stress. The disappearance of boundaries through working from home had left many staff feeling overworked, anxious, disconnected and isolated. The company designed its strategy in response to these insights. They needed to set up a holistic, proactive programme to promote mental, emotional and physical wellbeing and integrate it into the company culture.

The resulting programme is called Wholebeing. It’s based on four pillars: mental and emotional health; physical



health; social and community health; and personal and family health. Media Cause talked to its benefits providers to investigate expanded healthcare coverage, redesigned company policies to be more flexible and inclusive, and restructured its budget to provide every member of its team with a \$200 monthly stipend to use toward any class, activity, or service to support their wellbeing.

The company launched Wholebeing in March 2022 through a presentation and handbook, followed by its first mental health workshop and the introduction of its new mental health learning platform. Each month, the team share focused learning topics and hold roundtable discussions for team members. Monthly movement sessions, and quarterly mental health days help maintain a continuous focus, while a newly formed wellness committee helps advise on future efforts. An introduction to Wholebeing is part of Media Cause’s onboarding process the company continues to build a culture



Why wholebeing

where mental health and wellness support is integrated into everything it does.

Achievements

Media Cause sends an all-agency Engagement Survey each August, which it uses to help gauge how well it’s supporting its team across 19 focus areas, including mental health and wellness. From 2021 to 2022, several key indicators showed that the Wholebeing programme is moving the team’s mental health in the right direction.

Agreement with “After work, I have energy for my leisure activities, friends and family” increased 15 points. Agreement with “It’s safe to take a risk on this team” increased seven points, which demonstrates a stronger sense of psychological safety. Agreement with “If I’m struggling, I know who to turn to for help” increased six points. A new question added in 2022, “The agency cares about my mental wellbeing”, scored a 97% positive response.

Beyond surveys, 87% of employees have used their monthly Wholebeing stipend for activities to support their overall health. Quarterly mental health days, updated agency communications, and extended personal leave policies have been embraced by everyone. However, the team know they have more work to do and will continue building and evolving Wholebeing to best meet the changing needs of the team for years to come. ■



Judges’ comments

- + A holistic programme and a clear action plan towards wellbeing. Strong evidence of results proves its effectiveness and it feels sustainable and that it will become part of the company culture
- + Clear pillars to achieve the overarching goals with a successful implementation
- + What is great about this is they took the time to understand staff FIRST not just chuck a load of resources and clever-sounding programmes at them

Highly Commended

→ Team 17 Digital

Shortlisted

→ EY UK

→ Independent Assessment Services

Best Idea to Engage Colleagues

Winner

Ogilvy Health



This award recognises workplaces that have developed simple, creative ways to engage colleagues with mental wellbeing. Judges looked for a clearly outlined idea and an example of its effectiveness

Lockdown ended but the effects continued. Ogilvy Health was adjusting to the challenges of hybrid working, in addition to 66 new joiners from Q4 2020 and through 2021, accounting for 37% of staff. Mental and physical health were top of mind, as was company culture.

The company asked how it could encourage people to take breaks from their screens and move more after the pandemic modus operandi of sitting for hours. It wanted its staff to connect, get to know, support, and inspire each other, rebuilding the dynamic culture that Ogilvy Health had pre-lockdown. What would work for everybody, or the vast majority, not just the few?

The team settled on walking as an activity that would be accessible to most. But not just walking – Walking with Purpose. Fuelled by images of their senior leaders strutting along the high street wiggling their hips, they turned to race walking.

The more they looked into race walking, the more they began to realise it's a real sport, with lots of skill involved. If they could get a pro to coach them... Cue Tom Bosworth, Olympian and world race walking record holder. Once Ogilvy Health's Strength & Conditioning Coach Ben Leach secured his involvement, the team were committed.

The initiative launched at Ogilvy Health's meeting on 26th January – everybody automatically enrolled, with the option to



opt out. 'Gameplay' involved being randomly assigned to teams, team naming, and top teams winning money for their chosen charity, a weekly leaderboard of kilometres walked and XPs (extra points) earned.

Regular walking was the main activity, race-walking training with Tom earned XPs. Thus, the team maximised involvement but still had the salient image element of people wiggling up their high street. The team set – and set out to collectively walk to their Sydney office. Tom filmed 10 mobile-first video pieces that taught race walking. Interim in-person training in Regent's Park helped give first-hand (incentivised) training with a world champion. Ogilvy Health's Strength & Conditioning Coach coached them, in-person, every other Wednesday, while the Brain Sciences Centre incorporated six behavioural change techniques (Salience, Defaults, Messenger, Ego, Norms, Incentives) in a programme of 16 XP initiatives over eight weeks to maintain participation.



Inspired by world record race walker Tom Bosworth, the team got into their stride

To secure feedback, Ogilvy Health launched a survey with incentivised XP completion – receiving the highest survey feedback ever! Strava collected data, published in a leaderboard at the beginning of each week. Via Strava, team members encouraged one another with kudos and pics. Kilometres and competitive spirits took off. The event concluded on 16th March, starting with the race-walking finale in Regent's Park, then to the London HQ for the final leaderboard reveal and prize-giving.

Achievements

In quantitative terms, 153 people participated, 16,983 kilometres were walked, 932,100 calories burnt (equivalent to 36,268 Big Macs) and 86,445 metres climbed (10 Mount Everests). £1,750 went to charities. Staff member Noyala walked 818.7km, while team 'Sydney Strutters' walked 2,340km. Jenny climbed 4,372 metres (that's Table Mountain – she works remotely in Cape Town). Plus the company had more people in the office for the big reveal than they'd had since February 2020.

As physical fitness improved, the team felt the difference in their posture, breathing and energy. They slept better, and anxiety reduced. Just as important was the social side – the feeling of team and competitive spirit forged bonds beyond work deadlines, improving dynamics within teams and reducing feelings of isolation. How do you measure the laughs and camaraderie? ■

Judges' comments

+ This resonated as a way of bringing people together. It's teams of five so no one was ever alone. Psychologically, it just feels like it's the right fit. Amazing. It's a great anxiety-reducer.

+ Such a specific and simple idea but one that everyone can get their head round and really helps! Fresh thinking, guys

+ This is a great idea – I want to get this going where I work now as it sounds like so much fun was had by you all

Highly Commended

→ dunnhumby

→ Wave



Shortlisted

→ Northern Trust (two initiative shortlisted)

→ Schroders Personal Wealth



Best Targeted Mental Wellbeing Initiative

Winner

NatWest Group



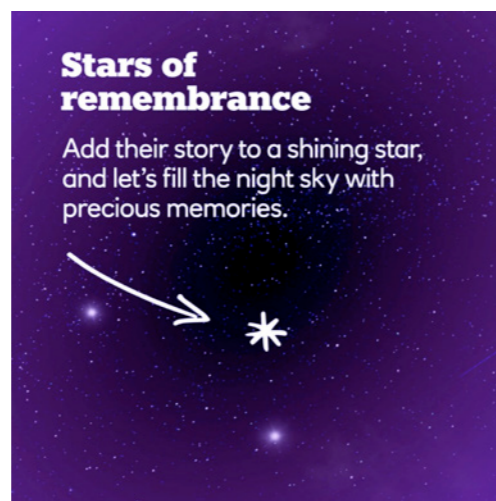
This category celebrates wellbeing initiatives implemented for a specific group of employees, or to solve a particular workplace challenge – for example, addiction at work, menopause or stress

NatWest Group is guided by its purpose – championing the potential of people and families. Taking proactive action to support the mental health of colleagues (including support for colleagues experiencing bereavement) plays a crucial part in achieving this purpose.

In 2020, the NatWest bereavement group came together – made up of five colleagues with personal experiences of grief for close family members. With the support of the Wellbeing team, their goal was to address the taboo of grief in the workplace, increase the support available to colleagues’ experiencing a bereavement and to open up a culture of talking about grief at work.

It was agreed that NatWest Group globally would benefit from a culture where talking about grief was not just accepted but encouraged. The bereavement group was created to give this topic the focus it deserves. The group aimed to build a culture at NatWest where colleagues and line managers can support each other in difficult times; to have the right support materials and training/learning available for both colleagues and line managers and to remove the idea that grief is taboo and shouldn’t be talked about in the workplace.

They went about creating this culture through a wide range of initiatives. NatWest worked with other organisations to share information, ideas and research into bereavement in the workplace.



Monthly bereavement cafés provide a safe space for colleagues to connect. The group also runs themed cafés, such as the baby loss café to specifically support those struggling with fertility and loss.

A line manager guide was created to help them support colleagues experiencing bereavement. A bereavement policy was introduced with employees entitled to a minimum of two weeks’ paid bereavement leave following the death of a significant person in their life. The team posted articles on the company intranet to raise awareness of the support available.

The annual Stars of Remembrance campaign runs on a digital platform, where colleagues can choose a star in a virtual sky to leave a memory or message for a lost



The bank’s Gayle Forsyth shared her story of losing her sister in Stars of Remembrance

loved one. Customer and colleague journey teams provide the best support possible for those dealing with bereavement.

Colleagues and senior leaders shared their personal stories of grief and loss, aiming to normalise the conversation. The “Let’s talk about grief” chatroom is open to all to share articles and ask questions.

Achievements

NatWest’s 2022 internal wellbeing index noted a favourable score of 81 percentage points – up three points from its 2020 survey and four points above the global financial services norm. The 2022 employee sentiment survey noted a favourable score of 82 percentage points when asking colleagues if their stress levels felt manageable at work – an increase of three points from the 2021 survey.

Since 2020, the group has held 21 bereavement cafés, supporting around 400 colleagues. The 2021 Stars of Remembrance campaign saw 749 colleague stars/messages; for the 2022 campaign, this increased to 1,439 stars/messages. The chatroom has around 400 active members – an increase of around 10 members a month.

Bereavement accounted for 14% of the 3,567 EAP calls over 2022 – this was up from 11% in 2021, suggesting a slight culture shift with more colleagues seeking professional support for bereavement. ■



- ✦ The Stars of Remembrance are a lovely thing to do
- ✦ A keenly targeted initiative that supported an oft-forgotten section of mental health, well executed and well tracked in terms impact metrics
- ✦ Strong use of partners and external support as well as initiatives that were more homegrown
- ✦ The use of various communication platforms to benefit the community has been key to the success of this campaign

Highly Commended

- dunnhumby
- Fertility Matters at Work

Shortlisted

- Intuit
- Suez Recycling and Recovery UK
- VolkerRail

Most Successful Culture Change in the Workplace

Winner

EssenceMediacom

This award recognises an organisation that can demonstrate a culture shift among its staff, creating an open and positive mental wellbeing environment

Women going through menopause is the fastest-growing workforce demographic, with three-quarters likely to experience the transition during their working life. Despite this, as many as one in 10 women will leave the workplace around the time they are in perimenopause or menopause. There is evidence, however, that a work culture that offers support and empathetic allyship means women are more able to continue to thrive in their careers.

Looking to better support the 55% of its workforce who are women, EssenceMediacom recognised it needed to take action to educate everyone, regardless of gender, about the struggles posed by menopause and for those experiencing menopausal changes to have dedicated one-to-one support. The judges praised EssenceMediacom for its “plan to address a critical need, which is still very rarely addressed at workplaces”.

Historically there is a bias within the media sector towards younger employees. EssenceMediacom strove to break this discrimination by focusing on older workers, making equitable opportunities available and making sure everyone is supported with their wellbeing and on their career journey.

It set up a dedicated team, which reviewed and updated its policies surrounding menopause, aiming to create a programme of events and coaching to raise awareness

and support affected employees, educate all employees and train managers so they were confident advising those in need.

To deliver this, it piloted one-to-one coaching for eight staff with menopause support practitioners from Over the Bloody Moon, providing performance coaching at a time that is challenging to navigate in individuals’ personal and professional lives.

Alongside this bespoke individual support, the media agency ran Lunch and Learn sessions for the wider company, which focused on raising awareness and destigmatising menopause. These sessions were open to all ages and genders, as the company wanted all employees to feel able to be allies and have open discussions about menopause and support for mid-life women.

It also built a community of menopause champions from across the WPP network who help to raise awareness and provide a safe listening space and champion menopause initiatives.

The company partnered with other businesses in the WPP group, as well as Brixton Finishing School and the Unvisibility Project, to create the Visible Start training programme, designed to upskill midlife women who want to return to the workplace or change industry after a career break. It also teamed up with Henpicked and began working towards



Mediacom Chief People Officer Elaine Bremner recognised many women find menopause symptoms debilitating, and that this posed a risk of the business losing valuable staff

becoming a menopause-friendly accredited employer.

Achievements

The one-to-one coaching with Over the Bloody Moon menopause support practitioners had an immediate beneficial effect on lives and careers of women within the organisation.

One of the recipients of the coaching, EssenceMediacom Managing Director Nicola Marsh, said: “Menopause coaching is not only an amazing tool to help you, but also a clear demonstration the business you work for both values you and acknowledges there are changes beyond your control that you may need support with.” Following feedback from the eight women who took part, EssenceMediacom is now rolling out the tailored coaching across the company.

The Lunch and Learn sessions also had an immediate impact, with 76% of participants feeling “very knowledgeable” after attending, compared with 86% feeling they understood menopause “not much” or “not at all” beforehand. Before the sessions, 91% did not feel equipped to support colleagues but after the sessions, 76% felt “very” or “extremely” equipped to support colleagues.

The judges highlighted the results of both the coaching and education efforts, saying: “They went for the focus and the stats off the back of this were immense.” ■

Judges’ comments

- ✦ They went for the focus and the stats off the back of this were immense
- ✦ This is a targeted programme that went above and beyond.
- ✦ Good holistic approach
- ✦ Great impact
- ✦ Good robust strategy and plan to address a critical need, which is still very rarely addressed at workplaces

Shortlisted

- Ogilvy UK
- PeopleUnboxed in partnership with Rentokil Initial



Best Employee Network/ Resource Group

Winner

Deutsche Bank

This category looks to identify networks that can demonstrate how they have been instrumental in supporting colleagues with their mental wellbeing in the workplace

Deutsche Bank's Neurodiversity Network was formed in January 2022 following the success of its first Neurodiversity Celebration Month in October 2021. The Neurodiversity Network was established to capitalise on the engagement the campaign had achieved, and maintain momentum.

The Neurodiversity Network is driven by a working group of six members. It's chaired by Hannah Longman, an Audit Remediation Programme Manager at the bank. Hannah sees her own neurodivergence as part of what makes her good at her job. Members of the working group represent a range of neurotypes (autism, ADHD, dyspraxia, as well as neurotypical), and include neurodivergent individuals and parents of neurodivergent children.

The wider Neurodiversity Network has around 600 members. There are two main goals of the network: to provide peer support to neurodivergent colleagues, and information and resources to the wider Deutsche Bank population. The network provides a safe space for neurodivergent colleagues. Many neurodivergent people feel "different" and isolated – until they meet other neurodivergent people.

A recent BBC documentary stated that autistic women without intellectual disability are eight times more likely than the general population to commit suicide. Additude.com says individuals with



Hannah Longman works as an Audit Remediation Programme Manager in Deutsche Bank's Technology Infrastructure team in London. She identifies as neurodivergent and says: "Neurodiversity is an integral part of who I am, so it's part of the reason I'm good at my job."

ADHD are more likely to have an anxiety disorder, with rates approaching 50%. The Neurodiversity Network aims to improve the mental health of neurodivergent colleagues by driving neuro-inclusion across the organisation, and also by signposting to resources and/or to HR where required.

The Neurodiversity Network runs an annual internal Neurodiversity Celebration Month, including internal panel discussions, sharing personal experiences, external speakers, in-person meet-ups and blog posts from colleagues. This is global, with

contributors coming from the UK, US, Germany, India and the Philippines. As part of this 2022 campaign the team worked with HR to update Deutsche Bank's "Promotion Demystified" materials to make them more accessible to neurodivergent colleagues.

The Neurodiversity Network also provides resources to line managers and peers, plus a blog, via a dedicated hub on the company intranet. It also gives one-to-one peer support to neurodivergent colleagues, parents of neurodivergent children, and colleagues of neurodivergent staff, where requested. A fortnightly virtual lunch club, provides peer support to neurodivergent colleagues, but is open to anyone who wants to know more about neurodiversity.

In partnership with the Employee Resource Group dbFamily, the team founded the Neurodiversity Family Network – a regular virtual meeting for parents of neurodivergent children to provide peer support and a listening ear.

Achievements

The network's greatest achievement is fostering a sense of belonging among its neurodivergent community. This is demonstrated by the number of colleagues who join the fortnightly lunch club (33 individuals on the Outlook invite, 67 people signed up via the intranet event page).

The 2021 neurodiversity campaign received 15,000 intranet page views and 800 meeting sign-ups (with replays available subsequently via the intranet). A LinkedIn post by Management Board sponsor Bernd Leukert received 5,700 views in October 2021. From October 2021 to February 2023 the network's mailing list has increased from zero to 600. A dedicated mailing list for neurodivergent colleagues and allies who are willing to contribute to blogs, panel discussions and the like currently sits at 48.

Events run by the Neurodiversity Network have included speakers including Carly Jones MBE and author Kenneth Mikkelsen, among others. The Neurodiversity Family Network currently has 21 regular attendees.

The impact of talking about neurodiversity is truly changing colleagues' lives, especially when considering the link between neurodiversity and mental health. ■



Judges' comments

- + I was very taken with the application, especially the statistics around autism, ADHD and anxiety
- + Emotional... I wish I had this support everywhere I worked from now on. Exceptional standard setting for all big businesses
- + It is very pleasing to see Deutsche Bank addressing this subject as early as 2021 when many organisations in 2023 are only just becoming aware of the issues
- + A great opportunity for those who might not be neurodiverse but possibly have a child or sibling who is to learn more about what to be aware of

Highly Commended

→ Starbucks

Shortlisted

→ Accenture UK

→ Kyowa Kirin

→ Pacific Life Re

→ Swiss Re

→ That Lot



Best Product or Technology Solution

Winner

Apiary Life



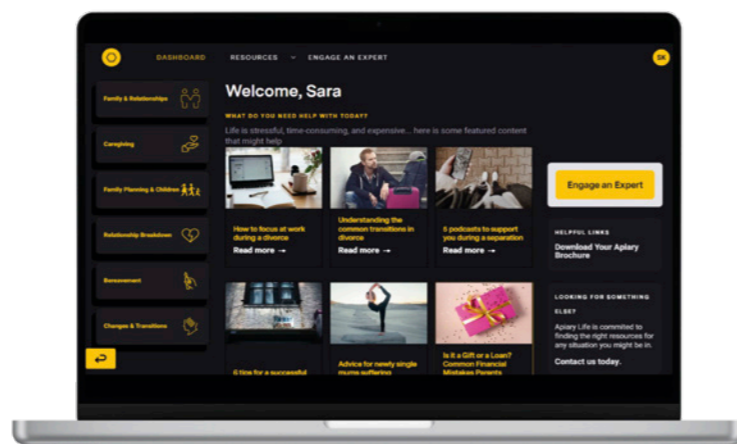
This category recognises the use of a product or technology which assists organisations with their workplace mental wellbeing programmes

Apiary Life is a life management platform that focuses on solving complex problems and completing time-consuming tasks for employees in their personal and professional lives. It provides personalised guidance, bespoke resources and targeted “hands-on” administrative and logistical support to individuals navigating life’s changes and transitions, including family and relationships, caregiving, serious illness, special needs and end-of-life planning and bereavement. Apiary matches employees with a dedicated advocate and expert personal assistant – saving them time and money and improving their emotional, financial and physical wellbeing.

In one instance, an employee (X) passed away without having made a will. X had an unmarried partner (Y) – who worked at the same business – and two young children. Y was overwhelmed by trying to manage the estate while also grieving herself and supporting her children. X was central to the business and his death affected many of the workforce. Y felt unable to cope and took a leave of absence.

For the company, Apiary Life provided support and guidance to HR leaders about how to navigate the death of a colleague and offered group grief support webinars and signposting to therapists for staff.

Apiary connected Y with one of its experts, who was a former probate solicitor. The

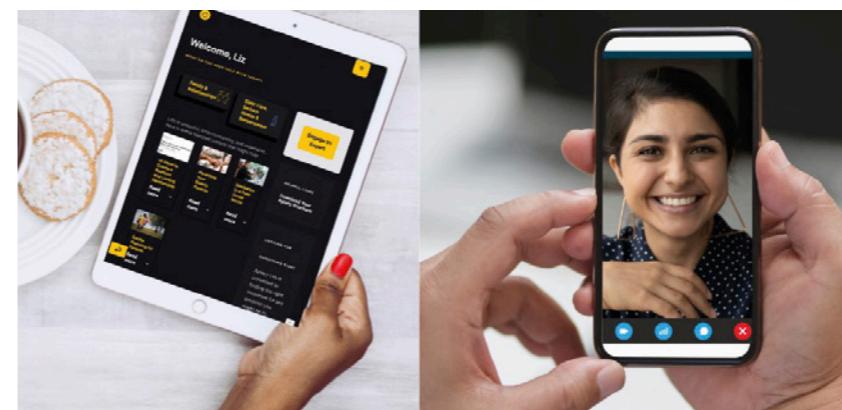


Apiary Life’s life management platform gives people access to expert advice in order to help them tackle the admin involved in negotiating difficult times

expert supported Y through registering X’s death, arranging his funeral, drafting an obituary and the steps needed to administer the estate. In addition, as an inquest was required, the expert educated Y on what to expect, removing fear from the process.

The expert also educated Y about the process when someone dies intestate and who was likely to be considered next of kin. Given the legal complexities, the expert introduced Y to a solicitor in the Apiary Hive to advise her on the necessary process, as well as provided all information and figures to the solicitor in advance, saving Y significant time and money.

In another case, an employee was diagnosed with a degenerative neurological



disease and given a limited life expectancy. She wanted to continue to work for as long as possible. Apiary connected her with one of its experts and together they agreed and created an action plan.

First, the expert advised her about the support the government and local charities offer to people in her situation, as well as providing her with targeted and bespoke resources and guidance notes about other benefits and options available to her. Because the employee’s home needed to be adapted to allow wheelchair access, the expert applied for local authority and charitable grants and got quotes and availability from local tradesmen for the work. Over time, as she required additional support at home, the expert helped her to apply for a needs assessment at home.

To facilitate her continuing to work, the expert helped find carers to support her working at home and also investigated the availability and cost of long-term residential care, preparing a comparison document for her to consider. Finally, the expert guided her through end-of-life planning.

Achievements

The judges praised the bespoke nature of Apiary’s offering, saying it “seems to be really useful and impactful when you’re in a moment of crisis”.

In both cases Apiary’s assistance delivered reduced stress and improved employee loyalty towards their employer, while also saving users legal fees and boosting staff productivity by reducing leaves of absence or allowing them to continue to work. The judges called it “outstanding. Impressive in concept, scope and delivery”. ■



There is a gap in the market for this – being in the sandwich generation, it is incredibly inspiring.

I was immediately drawn to this because of the challenges that my team faces.

What would have happened if Apiary wasn’t there? The ripple effect of not having this in place would have just come back into the workplace. This was practical. The ripple then doesn’t come back into the workplace in a way that gives grounding.

It’s the bespoke nature that’s the selling point

Highly Commended

→ Make Real & Lloyds Banking Group

Shortlisted

→ Mental Health at Work CIC

Best Mental Health Consultancy Award

Winner

Recovery4Life



This category recognises consultants, trainers, or agencies that can demonstrate that their work with their client(s) has delivered a successful and implementable strategy

Recovery4Life is a disruptive, multi-disciplinary specialist Occupational Health provider, offering employers a comprehensive range of services addressing issues including workplace physical/mental health, addiction and social functioning.

Recovery4Life operates across the UK and is currently establishing its services in the US, helping employers address the opioid and mental health crises.

With a background in the delivery of addiction/mental health services across the UK, Recovery4Life is uniquely placed to help employers develop proactive wellbeing strategies and address workplace health risks, regardless of complexity.

One example of how Recovery4Life has helped an employer with complex issues is its work with electronics giant Hitachi. As well as providing direct support to the Senior Management Team on a range of issues, including delivering training and conflict resolution support, Recovery4Life helps Hitachi manage complex occupational health cases that other providers have not been able to deal with.

This included helping colleagues suffering from stress and complex mental health issues – including schizophrenia – return to work in safety-critical environments.

One such case involved a colleague, M, who



Recovery4Life's team take a multi-disciplinary approach to helping employers solve complex workplace problems

suffered a traumatic brain injury following a serious motorcycle accident at Brands Hatch. M was not expected to survive the crash and spent months in hospital followed by over two years' recuperation at home.

During this time his mental health deteriorated and the company's Occupational Health provider was unable to comment on whether he would either recover or need to be assessed for capability.

Recovery4Life was recommended by HR colleagues from a different part of the business and was able to offer in-house expertise in both brain injury and mental health to assess M, liaise with statutory services and offer real options to support M back into the workplace.

Although M's primary reason for long-term sickness had been the brain injury, being out of the workplace for such a long time affected M's mental health severely.

M had severe depression and anxiety, which he was unable to take medication for because of his brain injury. This in turn compounded M's memory issues, self-esteem and physical health to the extent that he could barely function and struggled to deal with crowds and noise.

Achievements

Following regular assessment, a programme of psychotherapy, coaching for the HR team and M's direct management line, and intense social-functioning support, M was able to return to a safety-critical role on a phased return, after five months.

The phased return was managed carefully and required retraining in safety procedures, collaborative working with the HR and operational teams to ensure that all risk assessments and requirements of insurers were met – to ensure M's safety and the safety of his colleagues.

M completed his re-training programme and phased return and is due to return to his full duties – including night shifts – shortly.

The story above is just one example of the way in which Recovery4Life can take hugely complex problems and help employers find a solution that works both for them and for their employees.

A senior manager from another of Recovery4Life's clients slipped into alcohol dependency. This manager credits Recovery4Life with saving their job and their marriage.

The manager was referred to Recovery4Life by their HR team. The detox and following psychotherapy Recovery4Life arranged put them in control of their choices and made them a better manager. ■



Judges' comments

+ Extremely impressive, uniquely tailored support for some of the most vulnerable and needy in a workplace. Bravo!

+ Powerful, differentiating service to offer. Takes over where existing provisions meet the limits of their abilities to help: rehab from serious trauma, complex mental health impacts requiring highly customised return-to-work strategies. Brilliant addition to a portfolio of wellness resources

+ Great case example – such a successful outcome despite severity of the illness

+ Like the focus on treatment as well as assessment by OH service – this enhances return to work

+ Adds value and succeeded where traditional approaches failed

Shortlisted

→ Apiary Life

→ Fifty50 Coaching



Most Inspiring Mental Wellbeing Champion/Ally

Winner

Vikky Goodwin, VolkerRail

This award allows companies to recognise an outstanding Champion or Ally who has shown dedication in supporting their colleagues. This individual will have demonstrated their ability to go above and beyond

Vikky is Lead Mental Health Champion at railway infrastructure contractor VolkerRail. In addition to her day job as Lead Document Controller in the company's signalling division, she works with more than 40 Mental Health Champions within the company to support its 1,150 employees' wellbeing.

VolkerRail has a male-dominated workforce, who are often required to spend long periods away from home and work unsociable hours. Mental health accounts for more than 40% of health problems experienced in the rail sector.

Vikky has focused her efforts on the specific challenges faced by VolkerRail's workforce, and has worked to create a more open atmosphere, where colleagues are encouraged to notice their own behaviours and discuss how they're feeling.

Vikky pioneered the Building Relationships On Site (BROS) programme, which has changed the working environment at the company, making previously uncomfortable conversations feel comfortable. She built the programme with guidance from eight construction managers and six supervisors, with whom she discussed what the company could do differently to account for staff's working patterns and locations.

BROS is based on the concept of colleagues looking out for each other when on location. "These workers all travel, work and live



Vikky harnessed the way teams communicate when working together to cut through to a traditionally hard-to-reach audience

together – if they can notice their own behaviour, that makes a huge difference to their working environment and support," as Vikky put it. The programme built on workers' usual ways of communicating and working together, harnessing that connection for the cause of promoting mental wellbeing.

Vikky uses presentations to show colleagues how changes to a person's usual behaviour can indicate something weighing on their minds, helping staff both build

their own self-awareness and notice when something is not right with a colleague. Vikky also models how to approach mental health conversations in such a way as to dispense with any awkwardness and make both parties feel comfortable.

In the year since its launch, the BROS initiative has been successfully briefed to more than 80% of the business.

Judges were impressed by Vikky's passion for mental health, as well as the vision to put the framework for the BROS programme in place. She takes time to make sure the Champions too are properly looked after, and her approach has empowered workers throughout the company to make it a more mentally healthy place to work.

Judges also praises her understanding of the business, her use of data to inform strategy and her use of the BROS acronym and concept as a hook to engage a traditionally masculine workforce. The level of change she has been able to effect as a woman working in a man's world, with a limited budget, makes her achievements even more impressive.

They also noted the way Vikky has highlighted a huge problem that exists across the construction industry, which the male-dominated workforce and sometimes macho culture help to make a hotspot for poor mental health.

Achievements

BROS had an instantly positive effect proven by "a flourish of men who will come and discuss their mental health, even just personal life or other situations," says Vikky. "It's become a lot more of an open atmosphere." Small changes to behaviours among staff have led to a reduction in mental health-related reported sickness.

The success of the BROS initiative has been recognised by railway infrastructure operator Network Rail, technology provider Siemens, building contractor Skanska and transport and engineering consultancy Systra. All these organisations have taken part in Vikky's presentations, and have requested information from her with a view to developing similar programmes of their own. Systra briefed BROS at its Northwest and Central best practices event last year. ■

Judges' comments

✦ I like Vikky. I'm not working shifts out on my own somewhere. People are empowered to spot differences in their colleagues at all times of the day. She's a woman in a man's world and is really working to make the difference. She's creating huge behavioural change and impact.

✦ She just has the passion and the vision. She might have had the highest mountain to climb. She has created a huge impact. She's taken on a quadruple challenge at once – she's one to remember. On the roads and on dark nights is a different story

Highly Commended

→ Brenda Nell, Motability Operations

Shortlisted

→ Kendall Turner Lennon, LexisNexis

→ Matthew Fautley, Schrodgers Personal Wealth

Most Inspiring Senior Leader

Winner

Jonny Jacobs, Starbucks

This category recognises those C-suite/senior executives/directors who have truly led from the front to banish stigma around mental wellbeing and who have gone above and beyond their day job

Jonny Jacobs, Starbucks' EMEA finance director, has a long history of driving wellbeing-focused change in the businesses he has worked for.

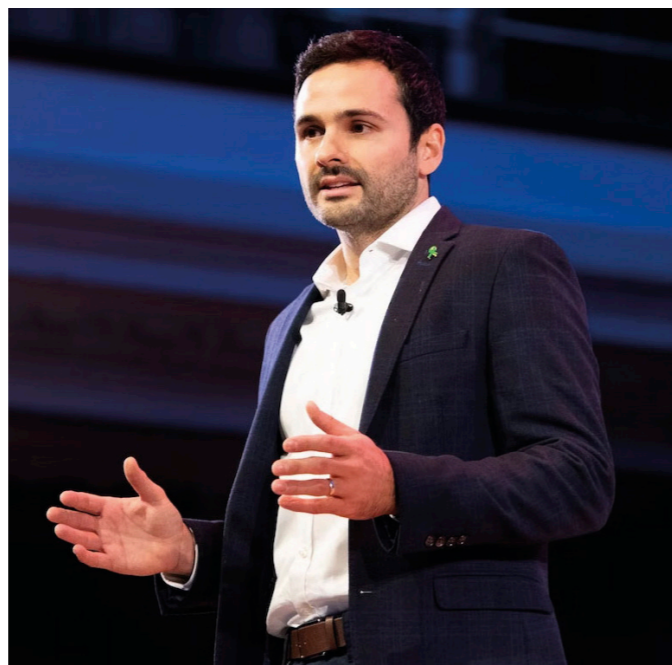
In 2017 he set up the grassroots mental health initiative PositiveMinds at global snack food manufacturer Pladis, with the partnership continuing to thrive today, reaching millions of people. He also co-leads the Mental Fitness in Business strategy, working in partnership with the Institute of Chartered Accountants of Scotland (ICAS).

Taking what he has learned from Pladis, ICAS and as a trustee of the Mental Health Foundation and member of the Mental Health at Work CIC board, Jonny established the Starbucks Wellbeing Blend Network.

In the past year, Jonny took an informal group of diverse individuals to create Starbucks' first ever employee network globally that focuses on wellbeing. The Wellbeing Blend Network is Starbucks' holistic wellbeing programme, which is designed to support its employees and the communities the company serves with "an extra shot of wellness".

The judges highlighted the work Jonny put in setting up Wellbeing Blend has been "all volunteer, not day job" and praised him for his "amazing leadership, impact and reach"

Through the Wellbeing Blend Network,



Jonny has brought his experience of driving wellbeing-focused change to Starbucks, where his programme has global reach

Jonny has established a culture of storytelling at Starbucks, by sharing his own lived mental health experience and thereby creating a safe environment for others to feel able to do the same.

In a business that spans multiple countries, with offices and coffee shops all over the world, he has galvanised members to shift the focus of wellbeing from head office employees to the company's thousands of retail partners, reaching regions as far afield as Latin America.

Achievements

Jonny has won leadership approval to make sure that Starbucks offers its employees a comprehensive wellbeing package including making mental health a strategic priority, training for line managers and mental health champions, and a suite of comprehensive support tools from Headspace.

Leadership are fully engaged with the programme. The judges praised the "global reach" of the network, with its "stigma smashing and focus on hope".

Other achievements of Jonny's Wellbeing Blend Network included its partnering with the Mental Health Foundation to support Mental Health Awareness Week. This saw thousands of Starbucks baristas proudly wear the Green Ribbon badge to help smash the stigma surrounding mental health and bring the mental health awareness message to the UK population.

This reach was also reflected in Starbucks building a coalition of support, seeking to use its network of shops for public good and the company signing up as national sponsor of the Baton of Hope suicide prevention walk, which passes through 12 major UK cities.

As evidence of the effectiveness of the Wellbeing Blend Network, internal surveys in 2022 showed that 80% of Starbucks staff said the company supports their wellbeing and provides a comprehensive range of resources. This represents a significant improvement on the results of a survey carried out pre-Covid.

Jonny's openness, passion and unrelenting drive to ensure the resources, structure and environment are in place to allow every individual to maximise their own wellbeing is infectious, inspiring and, most importantly, makes a difference.

Without Jonny's commitment, Starbucks would be not in this position where it can change the lives of so many people.

Recognising not only his work at Starbucks but also throughout his career in pioneering wellbeing and equality, diversity and inclusion initiatives, the judges concluded: "What an achievement and legacy." ■



Judges' comments

- ✦ He's the finance director, so he brings a completely different perspective from a business point of view
- ✦ Amazing leadership, impact and reach. What an achievement and legacy
- ✦ All volunteer, not day job. Done at multiple employers. Created the global employee network. Lived experience. Storytelling. Global reach. Secured executive support. Internationally recognised (Gates Foundation). Stigma smashing. Emphasis on hope

Highly Commended

→ Andy McAleese, Pacific Life Re

Shortlisted

→ Chris Tipping, The DM Lab

Most Inspiring Mental Wellbeing Lead

Winner

Russ Martin, Ashurst

This category recognises an inspirational mental wellbeing leader who has truly led from the front. This person has worked hard to banish stigma and support colleagues

The legal profession is known to be tough for lawyers and non-lawyers alike: burnout, stress and anxiety are unfortunately considered part and parcel of law firm life.

Russ is a Senior Resource Manager at global law firm Ashurst, working at both operational and strategic levels to ensure teams maximise profit and utilisation, and also works with the business and HR teams to minimise attrition and the need for ongoing recruitment. He is additionally Global Head of Wellbeing.

As someone who has previously experienced mental health issues, Russ is dedicated to supporting staff, helping them to recognise triggers, increasing knowledge of how to handle a mental health issue – either their own or a colleague’s – and combatting stigma and other barriers.

Russ has taken a leading role in combatting burnout, stress and anxiety at Ashurst, working tirelessly to ensure the firm is a place where lawyers feel supported and more comfortable to discuss mental health. The judges praised his work here, highlighting his “passion to do more in this space, to set the strategy as well as offer practical help to colleagues”.

After suffering a mental breakdown in part caused by overwork earlier in his career, Russ wants to help prevent others find themselves in the same situation.

This ambition is clear to see through the initiatives he has introduced.

Over the years Russ’s efforts include sharing his mental health story in an internal newsletter when he joined Ashurst in 2016, in which he discussed being diagnosed with depression. In an industry where people typically refrain from revealing this kind of information for fear of being seen as “not being able to hack it”, this was the first step Russ made trying to get the mental health conversation in law firms going.

Russ’s efforts also extend beyond the legal sector. He is a trained Mental Health First Aider (MHFA) and MHFA trainer. He has been delivering MHFA training to external clients including global banks, training more than 100 in-house lawyers so far, in addition to the more than 400 people he has trained within Ashurst.

Colleagues praised the way Russ’s passion and commitment to mental health infuse everything he does. They are impressed by the amount of time he manages to dedicate to supporting people and pushing the company’s wellbeing agenda forward.

Achievements

One of Russ’s key achievements has been rolling out the Mindful Business Charter across Ashurst’s global offices.

Ashurst’s UK office signed the charter



Russell (back row, centre, with glasses) with Ashurst’s Madrid team, having just completed their Mental Health First Aider training

in 2018, with Russ leading the law firm to become one of the first signatories to the charter. He also spearheaded the global rollout in 2022, which included presenting to the board.

Russ has also presented other wellbeing topics to the board, ensuring buy-in from senior members of the firm so mental wellbeing is consistently front of mind for decision-makers and employees.

He leads other mental health-focused events at the firm, including Mental Health Awareness Week. Other initiatives include organising conscious yoga sessions, mental health awareness quizzes and organising speakers, such as Rick Moore who lost his son to death by suicide.

All of this and more led to the board signing off a new role for him: Global Head of Wellbeing. This drew praise from the judges, who said: “Great to influence the board and create a position as wellbeing head – well done.”

Whether it is the firm’s chair, a new joiner or a trainee, Russ handles all colleagues with the same deep respect and compassion an inspirational leader should show.

With time, Russ is seeing more people come forward to work with their mental health first aiders at work and he is a key figurehead in maintaining this momentum. ■

Judges’ comments

+ Russ stood out the most. The fact that Russ was able to get the firm to join the Mindful Business Charter early on

+ Impressive leadership championing the wellbeing of others, helping to lead change in a work culture that’s long been resistant

+ Love your passion to do more in this space, to set the strategy as well as practical help to colleagues

Highly Commended

→ Emily Warren, Avanade

Shortlisted

→ Emily Howe, EssenceMediacom

Most Inspiring Unsung Hero

Winner

**Jim Lawrence, Bryan Cave
Leighton Paisner**

This category recognises those who haven't received the recognition they truly deserve. This person will have demonstrated themselves as a huge support to someone else

Jim joined law firm Bryan Cave Leighton Paisner as an Associate in 2001 but life as a big law associate with a substance abuse disorder took its toll. He sought help and is now 14 years sober.



a particularly bad night, that Jim admitted he needed help.

Jim is very open about his experiences and has a desire to help others. Alongside the Global WellBeing Board, he has created a confidential and informal substance abuse network open to anyone who needs help. He describes it as "as loving and caring as any recovery group he's been part of". It's a confidential network, any pressure is removed and there is particular focus paid to concerns that individuals may have about reaching out.

Achievements

As part of Jim's role on the WellBeing Board, he learned of the UK's "This Is Me", storytelling initiative. Jim agreed to take part and share his story with his colleagues around the globe. It was so important that others heard Jim's story, not only to provide

In 2020, Jim joined the newly created Global WellBeing Board. Having lived experience, he has been able to bring a different perspective on substance abuse. Having found a natural platform for his voice and experiences, Jim has helped the board continue to create a psychologically safe environment, removing the stigma associated with this topic and ensuring that people know where to get help and support if they need it.

Alcoholism is still very much a taboo subject, particularly within a law firm environment. Statistically, though, individuals in legal professions have reported higher rates of problematic drinking behaviours compared to other populations. However, it is not any easier for individuals to come forward and seek the help and support required.

Jim is an alcoholic with 14 years sobriety. He started drinking heavily as a teenager and continued to do so once he started work. He took on the notion that "real lawyers party as hard as they work".

Jim feared that if he stopped drinking, his legal career would be over but the drinking was damaging both in his home life and to his mental health. It was not until 2007 after

WELLBEING ACTION PLAN - OVERVIEW

1. Ensure WellBeing is integrated throughout our global organization by promoting healthy and supportive working practices
2. Create a culture of belonging and psychological safety
3. Support, empower and educate our people
4. Ensure clear and consistent signposting to WellBeing support



Jim joined Bryan Cave Leighton Paisner's newly created Global WellBeing Board in 2020. He has helped the board create a psychologically safe environment for staff to discuss their wellbeing

hope, but also to help remove the stigma around addiction in the corporate world.

It was also a great opportunity to promote the network and the help available both internally and externally. Jim received an influx of support from colleagues, as well as others who shared their own stories/experiences. Many asked for his advice and guidance. He has also been happy to help individuals at the firm who may have family members/loved ones struggling with addiction and need advice.

Jim takes any opportunity to continue talking about this subject. He has taken part in panel events and introduced a number of webinars, openly talking about his own experiences. They have been on the subject of alcohol, but also wider topics such as men's health and wellbeing.

He has also spoken about his experiences externally, taking part in This Can Happen conferences in both the UK and US. Jim always wants to help, so jumped at the chance to discuss this topic with a much bigger audience and give hope that there is light at the end of the tunnel with the right help and support.

The judges were impressed by the way Jim supports not only people working at his law firm, but also their families. They also praised him for demonstrating that it's possible to be open about addiction while performing in a high-powered job. ■

Judges' comments

✦ Jim's story is inspirational and inspiring. To dismantle stigma in the legal profession, we need more people like Jim to come forward. I also love that Jim not only helps and supports people within his law firm, but also extends a hand to their family members and other loved ones

✦ I can relate so much to this story. What I love is that the fear of losing his job was not only dispelled but in recognising his intentions, his workplace actually got behind him and championed him. This will help countless others come forward

Highly Commended

→ Robert Wigmore & Lea Ghanem, Starbucks

Shortlisted

→ Emma Glenn, EssenceMediacom

→ Kate Peters, PeopleUnboxed

The Storyteller Award

Winner

Joe Bellman



This category recognises an inspiring storyteller who, through sharing their experiences, has created positive change within their workplace, industry, or community

Following the passing of Joe's mother when he was 19, he decided to create the podcast *Living with Loss*, a platform tailored for young people who are experiencing bereavement. Joe uses his pain for a purpose as he guides others along their loss journey. Joe is also a spoken word poet, finding rhymes in places you'd least expect. He writes to inspire others, and shares his words with brands and schools alike. Joe's words and storytelling have allowed others to tap into their own vulnerability and pain.

Joe works for StoriBoard, a tech start-up that runs an app where people can connect and share their stories on topics ranging from work to parenting to grief.

Over the years Joe's own story has been heard by thousands of podcast listeners. He has slowly built up a relationship with BBC Radio London, where his poetry is regularly aired, he has shared his work with FTSE 100 companies charities and schools, and he's a proud ambassador for Grief Encounter, the national helpline supporting bereaved children and young people.

Ever since Joe lost his mother, it has been his mission to champion and change perspectives when it comes to young bereavement and mental health.

His *Living with Loss* podcast aims to get people to share their vulnerabilities and discuss the emotions that make us most



human. The podcast has allowed him to challenge grief and shine a light on all human experiences.

Joe has worked with both corporate brands and charities in order to bring mental health and grief conversations to the forefront of people's everyday lives.

His suicide awareness piece for Lloyds Banking Group delves deep into the mental health difficulties workers face in an ever-competitive office environment, and he invited guests to take a stand against mental health stigma in hospitality in his performance piece at the Burnt Chef Project gala dinner. Both of these pieces are highly emotive and got employees thinking about how to address mental health in the workplace.



Joe uses poetry to show the power of opening up and connect with audiences from secondary school pupils to corporate employees to charity workers

Joe is also providing the employees of tomorrow with real-life mental wellbeing and grief support, as he goes into secondary schools and universities and shares his story with students up and down the country. The sessions are both creative and informative, as he uses poetry to show the power of opening up. During the sessions, he gets students to write down their emotions in a poetic format and share them with the class, introducing them to the idea of journaling and the importance of human connection.

Achievements

Living with Loss has reached people in 80 countries and amassed an audience of over 70,000 people in its duration. Judges praised the way Joe was able to reach many different audiences with his unique and expressive storytelling.

Joe's poetry pieces *Cancer Diaries*, *Grief Waits for No One*, and *Broken Piano* have all been featured on BBC Radio London. He even had the opportunity to perform some of his pieces at Downing Street, with the intention of inspiring wellbeing change at a political level.

This journey all started with the passing of Joe's mum, and through his response and passion for helping others, he has shown you can turn a negative experience into something that provides value and inspiration to those who need it. Joe's efforts are moving people across all age demographics as he brings the conversation about loss into the digital age. ■



Judges' comments

✦ A podcast is accessible to anyone, anywhere. He was going into schools and allowing pupils to tell their stories through poetry. He is a storyteller but also allows people to tell their own story

✦ He's a true storyteller. What he's doing is making a real impact

✦ Reaching many different audiences with a unique, creative and impressive way to open up the conversation about grief and mental health

✦ Compelling story and utilising his skill with words to help others is selfless

Highly Commended

- Minal Mahtani, OCD & Anxiety Support HK
- Dr Samantha Hiew, ADHD Girls

- Anna May, The Student Grief Network

- Nicola Jones, dunnhumby



Shortlisted

- Atif Choudhury, Diversity and Ability

- Eva Echo

- Maya Raichoor, Remap



This Can Happen Grand Prix Winner 2023

**Neurodiversity Network,
Deutsche Bank**



This year the award goes to a bank that has helped redefine perceptions of neurodiversity, harnessing the particular talents of neurodiverse colleagues and providing a supportive environment

Neurodivergent colleagues have a lot to offer employers, with many identifying the way their brains are wired as part of what makes them good at their job.

However, they face many challenges in the workplace. Anxiety and suicide rates are much higher than among the general population, and many feel different from others and suffer from feelings of isolation – until they meet other neurodivergent people and realise they’re not alone.

Deutsche Bank’s neurodiversity network aims to make the whole organisation a more inclusive place for neurodivergent people to work, and to signpost people to support and resources where required.

The network’s fortnightly lunch club is well attended, and resources the network has made available on the company intranet have received thousands of views. The annual Neurodiversity Celebration Month features panel discussions, external speakers, blog posts and more, and is global in scope.

On top of all this, Deutsche Bank’s Neurodiversity Network has helped make company training materials more accessible to neurodivergent colleagues, and provided specialised support to families with neurodivergent children or partners.

In 2023, many organisations are beginning to wake up to the issues surrounding neurodiversity. Deutsche Bank has been addressing these since 2021, making it a trailblazer with this vital work and setting a standard for large businesses everywhere to follow. ■

Deutsche Bank



A great opportunity for those who might not be neurodiverse but possible have a child or sibling who does to learn more about what they should be aware of

Great to see such global engagement after such a short space of time, reflective of the team’s dedication and drive for change. Excellent work

Founders’ Choice Award

**OUTSTANDING SERVICE
TO MENTAL HEALTH**

Winner

**Harley Cunningham,
Virgin Media O2**

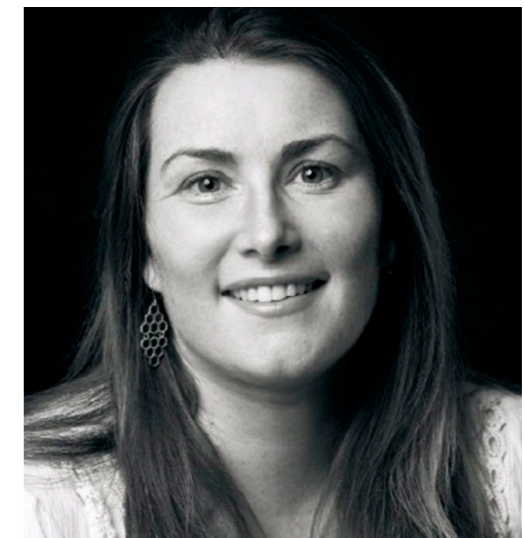


The winner of this year’s Founders’ Choice Award took a devastating personal tragedy and turned it into something positive, as she strives to help others who are going through something similar at work

We were delighted to honour Harley Cunningham with the Founders’ Choice Award this year. Aside from her daily job in change management and strategy at Virgin Media O2, Harley has been pursuing a personal mission to improve employee wellbeing in the face of bereavement since the loss of one of her two-year-old twin sons.

She has been working tirelessly to develop a three-pronged approach. Firstly, she strives to improve bereavement policies and advocates for full-pay leave to support employees during their time of need. Secondly, she has created toolkits for both employees and managers, enabling them to engage in better bereavement conversations and training. Lastly, she is working towards creating a workplace culture that fosters openness and provides practical top-down support, such as her “Hug in a Box” initiative, which offers food vouchers, useful information and personal gifts to employees experiencing one of the toughest times of their lives.

Harley experienced a tragic event and has turned that into something so positive for a great many people. Grief can have a huge impact on mental wellbeing and for that reason we are proud to present Harley with this well-deserved honour. ■



It’s been a hugely successful initiative, which is all down to Harley’s inception, design, implementation, dedication and hard work

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**CELEBRATING EXCELLENCE
IN WORKPLACE MENTAL WELLBEING**

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