



## 2022 Awards Categories

The This Can Happen Awards in association with Allen & Overy, are open to all workplaces and individuals who champion mental health. The awards celebrate workplaces and individuals who have shown excellence in their approach towards positive mental health for their employees and colleagues.

The This Can Happen Awards are open for submissions from all types of workplaces, whether large or small, commercial, or not-for-profit, from every type of industry and any country.

We want entries that outline successful strategies and campaigns that have been implemented, and which show workplaces can drive positive solutions and outcomes. There is no restriction as to how many categories you can enter, so long as the categories are relevant to the entry.

The This Can Happen Awards 2022 categories have been developed in cooperation with our charity partner Mental Health UK.

### Workplace Recognitions

These categories recognise the various aspects of delivering a successful workplace mental health strategy.

Entries will be judged based on their strategy, execution and implementation, as well as the results and impact. Additionally, judges will be looking for evidence of a supportive environment in each workplace, and considering areas such as employee inclusivity, the interaction between their strategy and wider culture of the workplace, and its policies to promote the active involvement of employees with experience of poor mental health in all decisions affecting them.

#### **1. Best Mental Health in the Workplace Strategy: Large Company**

This award recognises workplaces with over 750 employees that have implemented an exceptional strategy to strengthen mental health in the workplace. Entries should consider:

- how strategies are implemented from top to bottom
- successfully breaking stigma around mental health with executive buy-in, resulting in company-wide cultural change
- delivery of measurable improvement and success.



Entrants should also demonstrate an inclusive, preventive and supportive approach to mental health and wellbeing. This could showcase how considerations around mental health are reflected in a strategic approach and wider policies and systems that flex to the needs of all employees, for example, recognising that good mental health cannot be taken for granted, by encouraging reasonable adjustments and flexible working.

## **2. Best Mental Health in the Workplace Strategy: SME**

This award recognises workplaces with fewer than 750 employees that have implemented an exceptional strategy to strengthen mental health. Entries should consider:

- how strategies are implemented at all employee levels
- successfully breaking stigma around mental health with senior buy-in, resulting in company-wide cultural change
- delivery of measurable improvement and success.

Entrants can demonstrate how a smaller organisation, which may not have in-house wellbeing expertise, has used outside resources successfully to integrate mental health into wider wellbeing strategies.

## **3. Best Mental Health in the Workplace Strategy: Multinational Implementation**

This award recognises workplaces that have successfully implemented a strategy to strengthen mental health in their workplaces in two or more countries. Entries should consider:

- how strategies are implemented at all employee levels
- successfully breaking stigma around mental health with senior buy-in, resulting in company-wide cultural change
- delivery of measurable improvement and success
- recognising local and cultural differences in the implementation yet achieving a holistic approach throughout the different countries.

Entrants should also demonstrate an inclusive, preventive and supportive approach to mental health and wellbeing.

## **4. Best New Workplace Approach to Mental Health**

This award will be given to a workplace that has recently recognised explicitly the importance of addressing mental health, and within the past 18 months has taken first steps to change the culture via a holistic and focused approach to maintaining and improving the mental health of all employees.



Due to the limited timeframe companies at this stage of their mental health journey have had to see the benefits of this work emerge, judges will not focus solely on outcomes but will consider the impetus and process behind the initiative and the action plan to deliver it.

#### **5. HR/D&I/Wellbeing Team of the Year**

This award is aimed at motivating and celebrating those teams – including project teams – who have a positive impact across their workplace. Whether large or small, the team – which could represent HR, Wellbeing and/or Diversity/Inclusion functions – should demonstrate that they have been crucial in driving the implementation of mental health initiatives and strategies and delivering measurable results for their workplace.

#### **6. Employee Network of the Year**

Many workplaces have established peer networks in their workplace to support colleagues and drive change within mental health. These include Mental Health First Aiders, ambassadors, champions, or advocating employee groups that commit to supporting colleagues in addition to their day job. This category looks to identify networks that can demonstrate how they have been instrumental in supporting colleagues in the workplace and give examples of how their network has been a success.

#### **7. Best Targeted Mental Health Initiative**

This category celebrates mental health campaigns and initiatives that workforces have implemented for either (a) a specific group of employees, or (b) a specialist initiative to solve a particular workplace challenge – for example, addressing working from home, furlough, men and mental health, addiction at work, menopause in the workplace, or stress in the workplace. Entries should clearly outline the target group or issue addressed and demonstrate how the initiative improved the situation for the target group or solved the challenge.

#### **8. Product Impact Award**

This category recognises the impact of a product that assists organisations with their workplace mental health programmes. Products can include but are not limited to physical products, courses and technological products such as apps. Entries should be submitted in the form of two case studies and demonstrate how the product is supporting mental health



in the client organisation(s), including the results and impact it achieved. Approved client testimonials will be required for this category.

### **9. Mental Health Consultancy Award**

This category recognises consultants, trainers or agencies that can demonstrate that their work with their client(s) has delivered a successful and implementable strategy. This category is looking for the outstanding mental health consultancies, trainers and agencies that help develop and implement mental health strategies together with their clients. This category looks for best-in-class organisations and individuals that can clearly demonstrate how their work has helped to break down the stigma around mental health. Judges will be looking for tailored strategies, evidence-based action plans and the delivery of measurable improvement and success.

Entries should be submitted in the form of two case studies, and client testimonials will be required for this category.

### **NEW - 10. Best Integration of Mental Health into Diversity & Inclusion Strategy**

Many organisations have worked hard to integrate a mental health strand into their diversity and inclusion strategy. This award recognises those organisations that have successfully achieved this by demonstrating that mental health does not stand alone, but rather is woven into the overall culture of the workplace. Judges will be looking for examples of how this has been achieved.

### **NEW - 11. Best adaption to working through Covid**

Covid-19 has accelerated the move to flexible working, blurring the boundaries between work and personal time and increasing reliance on technology. From working from home and hybrid meetings to returning to the office, workplaces faced several challenges in adapting to the changing environment. Winners in this category will demonstrate how they embedded the wellbeing of their employees in their people strategies, and how they created a healthy workplace culture to protect the wellbeing, work-life balance and mental health of their employees and leaders.



### **NEW - 12. Best Corporate Social Responsibility Engagement in Mental Health**

This award recognises organisations that have used their resources to create a meaningful change in mental health which support its employees, customers, communities and/or brand reputation. Judges will be looking for outstanding work where an organisation can demonstrate how it has created a positive mental health campaign.

#### **Individual Recognitions**

These categories recognise individuals and their contribution to breaking the stigma around mental health at their workplaces.

Nominees will be judged based on their engagement, strategy and achievements.

### **13. Most Inspiring HR Leader of the Year**

This category recognises those senior leaders within HR / Wellbeing / D&I who have truly led from the front to banish stigma around mental health, and who have actively campaigned within their organisation to ensure colleagues are appropriately supported by their employer. Entrants are nominated by their company.

### **14. Most Inspiring Senior Leader of the Year**

This category recognises those C-Suite / senior executives / directors who have truly led from the front to banish stigma around mental health, and who went above and beyond their day job to advance the mental health in the workplace agenda within their organisation to ensure colleagues are appropriately supported by their employer. Entrants are nominated by their company.

### **15. Most Inspiring Employee of the Year**

This category recognises an individual who has inspired their workplace by breaking stigma around mental health as well as growing awareness of how a workplace can focus on positive mental health. This role should be in addition to the individual's day job, and they can be nominated by their company or colleagues.



### Recognition for Excellence and Outstanding Engagement (non-entering)

These two categories are non-entering. The winners will be chosen by the judges' panel and the founders of This Can Happen.

#### **16. This Can Happen Grand Prix Winner 2022**

This award is given to the most outstanding award entry, chosen by our panel of esteemed judges.

#### **17. Founders' Choice Award: Outstanding Service to Mental Health**

This discretionary award is given to an individual or organisation that the Founders of This Can Happen feel deserves recognition for their work in promoting excellence in mental health.

For all Awards enquiries, please email [awards@thiscanhappenglobal.com](mailto:awards@thiscanhappenglobal.com) or visit [www.thiscanhappenglobal.com/awards](http://www.thiscanhappenglobal.com/awards)