

Mental Health and Wellbeing Policy

Context

20Twenty Productions strives to provide a culture of collaboration and mutual support. We value kindness, and care about every individual engaging with us.

20Twenty programmes should challenge prejudice and include voices of those who have been marginalised for multiple reasons, including but not limited to, those living with discrimination due to race, religion, gender identity, sexuality, and disability.

It is within this context that we recognise that those working at 20Twenty, staff, volunteers and sessional artists, may sometimes experience mental ill health, that mental health issues are common and that no one is immune. We are committed to recognising the early signs of mental ill health early in order to support recovery. To do this we will ensure an open, supportive and nurturing environment that invites people to be honest about how they are feeling psychologically, without any risk of judgement, stigma or discrimination.

We will support good mental health and wellbeing and will ensure that everyone working with us feels that they can take time to look after their mental health when needed and that they have points of contact if they need to talk confidentially.

Mental Health First Aid

20Twenty will ensure we have at least one member of staff trained in Mental Health First Aid and that information will be provided to staff and artists about who they can go to should they need to talk about their own mental health, or someone they are concerned about. Information will be placed in a prominent location and provided during inductions.

Mental Health First Aiders will take the 'frame of reference' into consideration when providing mental health first aid (p. 49 of MHFA handbook) in order to listen non-judgmentally, recognising that each person's feelings, beliefs, and behaviour are unique to each and every one of us and are shaped by our past experiences.

Any Mental Health First Aider at 20Twenty Productions will provide confidential, non-judgemental listening and signposting to professional support services where needed. Mental Health First Aiders will not try to diagnose or provide therapy to an individual who is expressing concern about their mental health, or that of others, but provide initial support and information within a framework provided by the MHFA England.

Mental Health First Aiders will aim to prevent mental health issues from becoming worse, helping people to identify if they need further support, promote recovery, and provide comfort. In addition, they will support a wider culture of support and care across the organisation.

Responsibilities

It is illegal to discriminate against anyone due to their mental ill health and every employer has a legal duty to ensure that work does not create or exacerbate illness.

Staff, volunteers and artists at 20Twenty Productions should feel confident in speaking to the Mental Health First Aiders, or their line managers, about their health should they need to, and feel reassured that their job or commission is safe and not at risk due to mental health issues.

Everyone has the right to look after their mental health, but in times of vulnerability may need time off, professional support, or adjustments made at work or to timelines. We will ensure that 20Twenty staff and the artists we work with are able to look after their mental wellbeing free of pressure, stigma, judgement and discrimination.

20Twenty will work to raise awareness of common mental health problems, protective measures that support wellbeing, and ensure that staff and artists know how to communicate around mental health. ½ day training sessions will be conducted for the staff team and will be refreshed annually/bi-annually in case of staff changes.

We will ensure that within the staff team Line Managers feel that they are equipped to support staff with mental ill health and that colleagues can discuss mental health and wellbeing freely and openly, but with appropriate sensitivity.

At a strategic level, senior management and a nominated Trustee will act as champions for mental wellbeing within the organisation.

Managing Work Related Mental Ill Health

Everyone has an individual capacity for managing and reacting to stress. Different life factors and experiences can affect people's vulnerability to stress, and it is important that anyone who is starting to feel overwhelmed by stress can implement positive steps and coping mechanisms to address this.

We will ensure 20Twenty will:

- Create a culture of kindness and compassion across the organisation.
- Provide fair treatment to everyone we work with in terms of being flexible and making adjustments to support good mental health and wellbeing.
- Create a culture which fosters dignity and respect and enables people to communicate their needs when it comes to looking after their mental wellbeing.
- Create a working environment and culture that supports mental wellbeing; including ensuring workloads are manageable, enabling individual autonomy, fostering

connection and collaboration across the organisation, and providing safe, comfortable workspaces.

- Equip line managers with the skills to identify warning signs and take appropriate action.

Taking Time Off of Work for Mental Ill Health

If a member of staff has had a prolonged period of sickness absence due to mental ill health, 20Twenty will ensure that appropriate contact is made during the absence. This is essential to recovery and to the ability to resume work successfully.

20Twenty will ensure that reasonable adjustments are made to ensure that the person feels that they can return to work without feeling overwhelmed, including offering reduced hours and/or amended duties for an agreed period. Details will be discussed and agreed with the person concerned and consider their individual circumstances, before their return to work. Return to work planning meetings can take place in a neutral or home setting should the person wish it.

Mental Health First Aiders

Marian Savill, Artistic Director

Rhianna Regan, Youth Voice and Wellbeing Coordinator

Liv Cross, Creative Designer

Policy Review

This policy will be reviewed annually by the Board of Trustees, alongside other organisational policies as part of the board annual calendar. The Board Mental Health champion is: Marian Savill.

Further Resources and Related Policies

<https://mhfaengland.org/>

20Twenty Code of Conduct and Ethics Policy

Adopted by Board of Trustees: 23rd June 2020

Version: November 2023

To be reviewed: November 2024