

PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a description of how they have benefited the community.

MHScot Workplace Wellbeing CIC was established to make peoples working lives better by cultivating a culture of care in workplaces with the emphasis on the belief that a healthy mind is the most important factor in any work environment. We do this with two key approaches in mind; Stress Prevention and early Mental Health intervention. Our learning programme is being developed using a 'pick and mix' approach where organisations can pick the most appropriate modules that will tackle the types of difficulties that employees have. We also focus on stress awareness, stress audits, guidance, advice and support.

During 2016-2017 financial year workplaces and communities have benefited in the following ways.

- 1 Mental Health Awareness course was delivered to a voluntary sector organisation, The Grassmarket Community Project where a mix of 15 staff and volunteers gained key skills at spotting the signs and symptoms of poor mental health, how to support others experiencing a decline in their mental health and a focus on self-care.
- 1 workshop on minimising the impact that mental health has on HR staff at Brodies was delivered to 5 members of their team. Tapping into resilience and boundaries was a key deliverable for this workshop.
- 1 small workshop with the focus on mental health awareness was delivered to 3 freelancers to increase their knowledge and awareness while also looking after themselves.
- 6 Mental Health First Aid two-day training courses have been delivered to recognise in others the symptoms of stress and poor mental wellbeing. 4 were public open courses and 2 were in-house; Historic Environment Scotland and Lothian Community Health Initiatives Forum. This enabled participants to feel confident and knowledgeable about being the first point of contact in a mental health crisis. It's also helped improve people's knowledge of different mental health conditions, stigma and recovery. 71 participants were trained. 54% of attendees were from the voluntary sector, 25% public and 12% from the private sector. Individuals made up the rest.
- We attended a Workplace Wellbeing Event called 'Shaping the Future of the Workplace Landscape' in Glasgow where we gave a presentation and took part in a Q&A session speaking to an audience of 40 about the findings of our Company Sponsored Dissertation in collaboration with the University of Edinburgh. The presentation was titled '*Mental Health and Wellbeing in the Workplace: A Comparative Study of Employers' and Employees' Perspectives*'.
- We undertook a stress audit with Social Enterprise Scotland's small team of 4 and designed a workshop which looked at the Health and Safety Executives Management Standards.

(If applicable, please just state "A social audit report covering these points is attached").

(Please continue on separate continuation sheet if necessary.)

PART 2 – CONSULTATION WITH STAKEHOLDERS – Please indicate who the company’s stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? If there has been no consultation, this should be made clear.

The stakeholders for MHScot Workplace Wellbeing CIC include those engaged with health and wellbeing services in the workplace, HR managers, budget decision makers and those affected by mental health difficulties in the workplace, including stress and physical conditions. We work in all sectors, including Third, Public and Private to influence changes in practice, procedures and processes.

We have an on-going survey that’s promoted via social media to gauge what the top 3 issues are in the workplace in relation to poor mental wellbeing. We are using this to fine tune our services and understand our approach and who it might work best with.

(If applicable, please just state “A social audit report covering these points is attached”).

PART 3 – DIRECTORS’ REMUNERATION – if you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, “There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director’s loss of office, which require to be disclosed” (See example with full notes). If no remuneration was received, you must state that “no remuneration was received” below.

The aggregate number of emoluments paid to or receivable by directors in respect of qualifying services was £9.112.

There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director’s loss of office, which require to be disclosed

PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION – Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that “no transfer of assets other than for full consideration has been made” below.

No transfer of assets other than for full consideration has been made.

(Please continue on separate continuation sheet if necessary.)