Acas framework for positive mental health at work



Employers

are visibly committed to positive mental health

Our shared goal is: positive wellbeing

and productive workplaces

Managers

are informed and open to conversations with their staff

Shared goal

Individuals

are self-aware and ask for help when needed

Employers

- Lead and embed a wellbeing strategy
- Reduce stigma
- Tackle the causes of workplace stress
- Support and train managers
- Understand the impact personal issues can have on mental wellbeing



Managers

- Build rapport with staff
- Plan work with 'people' in mind
- Have confidence and knowledge in managing mental health
- Handle difficult conversations effectively
- Support work-life balance



Individuals

- Look after their own wellbeing
- Use positive coping strategies
- Identify personal stress triggers
- Engage with line managers
- Take notice and support colleagues

