



## 2019 Awards Categories

The [This Can Happen Awards](#) are open to all workplaces and individuals who champion mental health. The awards will celebrate and recognise workplaces and individuals who have shown excellence in their approach towards positive mental health for their employees and colleagues.

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

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

The This Can Happen Awards 2019 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 (30%), execution & implementation (30%) and results & impact (40%). Additionally judges will be looking for evidence of a supportive environment in each workplace, along with consideration of areas such as employee inclusivity, the interaction between their strategy and wider culture of the workplace and its policies to promote 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 who 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 and 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 less than 750 employees who have implemented an exceptional strategy to strengthen mental health in the workplace. Entries should consider:

- how strategies are implemented at all employee levels,
- successfully breaking stigma around mental health with senior buy-in and 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 integrating mental health into wider wellbeing strategies.

## **3. 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 in the workplace and within the past 12 months has taken first steps to change the culture at the workplace via a holistic and focussed approach to maintaining and improving the mental health of all employees.

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

## **4. HR / 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 Inclusion & Diversity 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.

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

Many workplaces have established peer networks in their workplace to support fellow colleagues and drive change. These include mental health first aiders, ambassadors, champions or advocates who 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.

## **6. Most Innovative Idea to improve Mental Health**

This category is aimed at celebrating the most innovative ideas when it comes to solving a mental health challenge. The judges will be looking for either/or (a) the use of a simple and well-thought-through creative solution to solve a mental health challenge or (b) the roll-out



of a technology solution such as an app or any other digital means to solve a mental health challenge. Entries should demonstrate measurable outputs based on the challenge tackled.

### **7. Mental Health Campaign of the Year**

While implementing mental health strategies and policies can be a tough task in itself, communicating those strategies is even more important to ensure employees and other external stakeholders such as customers, contractors and suppliers - know about it. This category looks for the best internal or external mental health communications campaign. This could include areas such as the importance of not taking good mental health for granted and/or the need to have positive conversations about mental health in the workplace.

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

This category celebrates mental health campaigns that workforces have implemented for either (a) a specific group of employees (b) a specialist initiative to solve a particular workplace challenge for example addressing Men and Mental Health, Addiction at Work, Menopause in the workplace, stress in the workplace.

## **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.

### **9. Most Inspiring Leader of the Year**

Nominated by their company, this category recognises those Leaders 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.

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

Nominated by their company, this category recognises employees who have inspired their workplace by breaking stigma around mental health as well as growing awareness of how a workplace can focus on positive mental health to help their staff development.

### **11. This Can Happen Future Leader Award**

Nominated by their company, this award recognises a young future leader who has already made an impact on mental health in their workplace and is paving the way for a better workplace of the future.



### **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.

#### **12. This Can Happen Grand Prix Winner 2019**

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

#### **13. Founder's 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 the recognition for their work in promoting excellence in mental health.