

next

MENTAL WELLBEING CHARTER

At NEXT we want to have a culture that promotes and enables us all to achieve positive mental wellbeing. When we talk about mental wellbeing we mean **“where you are able to achieve your potential, cope with normal day to day pressures, thrive and be productive in all aspects of your life.”** *

We want you to feel able to be creative, productive and engaged. NEXT is an inspiring, exciting and rewarding place to work and by helping you to maintain positive mental wellbeing, we know you will also help us to be successful. So we will:

Encourage an environment where mental wellbeing is discussed openly and in a way that is non-judgemental, eliminating stigma, fear and discrimination

Give easy access to information or services which are needed to make helpful decisions about mental wellbeing

Help everyone to recognise that for some people maintaining positive mental wellbeing can be a challenge

Put mental wellbeing on a par with physical health

Listen to people, taking into account how they feel; respecting that they may want to maintain confidentiality if they are struggling

Ensure that support is provided with respect, dignity and honesty

Treat people fairly and with care and compassion

Encourage and enable everyone to take responsibility by making their own wellbeing choices

Regularly monitor our performance, assess progress and take action to improve the opportunities for positive mental wellbeing

**BY DOING THIS WE WILL MAKE NEXT
A HAPPIER AND MORE PRODUCTIVE PLACE TO WORK**

* Based on the WHO definition of mental wellbeing