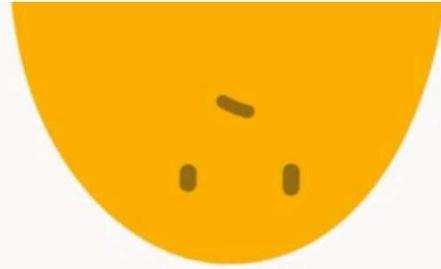


Workplace stigma for people with enduring mental illness



We listened to VOX members for **24,780** minutes to help us campaign for change and address Scotland's mental health crisis

VOX members volunteered **429** hours of their time to advocate for better services

We lobbied for change at **24** meetings with Scottish Government

We grew our VOX community to **625** members



**VOX
scotland**

Our impact in 2024

469 members shaped our research: 'Your Views: Psychiatrists in Scotland'

"It gives us, the silent ones, a voice"

VOX members delivered **20 hours** of training to **150** healthcare professionals

24,000 users visited our VOX Scotland website

Members benefited from **12** 'Connect Up' peer support sessions

**How can workplaces
address mental health
stigma and discrimination
for people living with long
term mental health
conditions?**



Natalie Stevenson
VOX Manager

Our experiences as employers managing staff and volunteers, and as employees living with enduring mental illness in the workplace.

Chris Ritchie
VOX Board Member

Natalie Stevenson
VOX Manager

- **Always assume lived experience (LE) is in the room**
- **If someone has disclosed LE find out how to recognise if they are becoming unwell and ask what will help if that happens (plan)**
- **Wellbeing days and flexible working**
- **Time for appointments**
- **Presenteeism, perfectionism, procrastination**
- **Reasonable adjustments and understanding**

“Please don’t assume I don’t have lived experience just because I am in a leadership role – we don’t know what each other have been through or live with”

Chris Ritchie
VOX Board Member

“I was given the nickname of ‘The Looney’ ”

- **Understand the impacts of ‘banter’**
- **Severe mental illness can’t be solved just by ‘going for a walk to clear your head’**
- **Not being able to get a job can cause despair**
- **Use Wellness and Recovery Action Plans**
- **Importance of volunteering and talking to people about stigma**

“My line manager wanted me out. He would call me into a meeting and I would have to reschedule so that I could have my union rep appear with me”

Thank you

www.voxscotland.org.uk

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