**Diversity and Inclusion case study template**

Please answer the questions below and provide a case study of a piece of work/ a project (large or small) that has been undertaken to improve diversity and inclusion in your organisation, and which might help others to take similar steps.

If relevant, please supply a photograph of 1MB to accompany the case study.

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| What is your name and position? | Liz Jacobs, Training & Development Coordinator |
| What is the name of your organisation? | Royal Society of Chemistry |
| What is your Diversity and Inclusion case study about? (E.g. D&I training, policy, workshop, campaign) | Training / increasing awareness |
| Please describe it in 200 words below, and attach any useful templates, examples or documents to the end of this document if you are willing for them to be shared | |
| Our HR Business Partners recognised a need to support our line managers so we organised “**Mental health awareness in the workplace**” training for all our line managers. The training provided learning about legal and practical information for managers to increase their confidence when supporting employees experiencing mental health problems.  Over 50% of our line managers attended a training session and 100% of attendees,that gave feedback, agreed that the training helped them to recognise the signs and symptoms of anxiety and depression and would help them be able to respond appropriately to a distressed employee. They would also be better able to identify support available to employees and could recognise the business impacts of poor mental wellbeing among staff.  One manager wrote: “*I've gone away with plenty to think about, more helpful than a typical HR course because it is rooted in the real world.*”  Another said: “*Very useful course & I learnt things about legal requirements & how better to deal with situations in the workplace surrounding employee mental health.*“  We plan to continue rolling this training out to all managers and make a similar session available for all our employees to build their confidence when working with colleagues experiencing mental health problems too. | |
| What lessons have you learned? Please list below | |
| Smaller groups might encourage better group discussions so we’ll limit numbers in future. | |
| Any top tips? | |
| Ensure any training is closely integrated with HR department to link to support that is available to staff internally | |

Thank you for sharing your information with us. By returning this form, you are agreeing to the content being shared freely with other organisations, via email, website or other means, to help improve their D&I activities.

Please return completed forms to [lyndarigby@ibms.org](mailto:lyndarigby@ibms.org)