

ORGANISATIONAL CHECKLIST

Before introducing new initiatives, assess where your organisation currently stands. This checklist highlights six key areas that influence how well men are supported at work. Use it to identify gaps and focus your efforts where they'll have most impact.

Identify 2 to 3 priority areas where improvements would have the most significant impact in your specific organisational context. Remember that cultural change takes time – sustained effort in a few key areas will yield better results than superficial changes across many domains.

1 LEADERSHIP STRATEGY

- ✓ Men's mental health is explicitly included in the organisation's wellbeing plan.
- ✓ Senior leaders model openness about pressure and mental health.
- ✓ There are dedicated resources (time, budget, people) for wellbeing work targeting men.
- ✓ Leaders and managers are trained to spot early signs of distress and respond appropriately.

2 COMMUNICATION AND FRAMING

- ✓ Mental health and wellbeing messaging uses plain, relatable language that appeals to men.
- ✓ Mental health offers are framed around performance under pressure, staying well, and everyday stress and challenges.
- ✓ Visuals and stories reflect a diversity of male identities
- ✓ Positive examples of men engaging with support are shared internally.

3 ROUTES TO SUPPORT

- ✓ Men have more than one way to access support (e.g. peer-led, digital, anonymous)?
- ✓ Line managers and mental health first aiders are trained on men's help-seeking barriers.
- ✓ Men have the opportunity to speak to someone with relevant lived experience.
- ✓ There are visible peer support or buddy systems for men.

4 CULTURE AND NORMS

- ✓ Taking time off for stress, burnout, or emotional wellbeing is seen as acceptable for men.
- ✓ Flexible working options are available and used by men.
- ✓ The organisation actively challenges unhelpful or restrictive masculine behaviours or norms.
- ✓ There are low-pressure opportunities for men to connect and talk informally.

5 MONITORING AND USE OF DATA

- ✓ Uptake of support services is tracked by gender.
- ✓ There is a clear picture of which groups of men are engaging with support and which are not.
- ✓ Data and insights are used to drive improvements in access to support and its relevance.

6 FEEDBACK AND EXTERNAL INPUT

- ✓ Men have safe ways to give honest feedback on what's working.
- ✓ Feedback is used to adapt or improve offers over time.
- ✓ We partner with organisations or experts with experience engaging men.

Use this assessment as a starting point for meaningful conversations with your leadership team, HR department, and employee resource groups. The results will help you identify priority areas for action and establish a baseline against which you can measure progress. Consider repeating this assessment annually to track improvements and identify emerging areas for development.