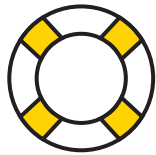


Protecting an evolving workforce



We're committed to providing employers with sustainable solutions and the support they need to protect their team's mental health today and in the future. Our latest research highlights that businesses could be at risk of losing out on top talent if they do not protect their team's mental health. In a survey of 1000 employees and 1009 graduates from Russell Group Universities our research found:



- Only **29%** of employees said they'd stay in their current role if offered the same job at a competitor with comprehensive mental health support.
- **89%** of graduates from top universities are more likely to apply to an organisation which is open about its commitment to supporting the mental health its employees



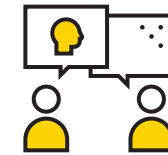
- Our research found the mental health policy of prospective employers is more important for younger generations, with **73%** of 25-34 years saying they would be more likely to apply to an organisation with a mental health and wellbeing policy compared to just **46%** of 55-64 year olds.
- **81%** of graduates from top universities expect a prospective employer to have a comprehensive mental health policy in place to support the wellbeing of employees.



- **73%** of line managers believe having a mental health policy in the workplace is vital in recruiting and retaining the best people.
- Only **39%** of graduates think businesses in the sector they want to work in are doing enough to support the mental health of their employees.



- **59%** of employees believe disclosing a past or current mental health issue to an employer would negatively impact their career progression.
- Only **24%** of graduates believe disclosing a mental health issue won't negatively impact their career progression



- **69%** of employees would be more attracted to working in an organisation where its senior level executives have spoken openly about mental health.
- **86%** of graduates from Russell Group universities would be more likely to apply to a prospective employer where senior leaders speak openly about mental health

Want to know more?

Visit the Not A Red Card website to access a range of free resources to help you improve the mental health of your current and future employees: legalandgeneral.com/notaredcard