



National Mental Health at Work Day

Partner Resource Pack



Rightsteps



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National Mental Health at Work Day 2026

Date: Thursday 26th March 2026

Our mission is simple: to keep the conversation going about the importance of prioritising mental health in the workplace.

This year, we're focusing on the theme of **building resilience.**



Why Resilience?

Mental Health at Work Day is an opportunity to address the real issues that are impacting individuals across the UK.

A personal sense of resilience is something that everybody needs, **regardless of career or job title.**

Yet, despite how important it is, the term resilience has become watered down as there are so many different interpretations and misconceptions associated with it.

The aim of this year's theme is to address what resilience actually is and how it applies to us, but more importantly what it isn't. Our key message is that being resilient isn't about being unaffected by things or facing things alone, **it's about having the strategies and toolkit to look after yourself** during everyday challenges or those bigger difficulties.

At Rightsteps, we believe that building a more resilient workforce takes a united front. Resilience isn't something which you either have or don't have, it's something that can be nurtured and grows in environments where proactive mental health and wellbeing support is available.



22.1

million sickness absences in 2024/7 were due to stress, anxiety or depression. Making mental health the top reason for long-term sickness.

1 in 3

organisations mainly reactive wellbeing measures in place, and one third of managers feel out of their depth supporting their team with mental health concerns.

45%

of employees feel uncomfortable discussing mental health concerns with their manager, fearing negative repercussions.

Being resilient does not by any means eliminate mental health struggles. But, having the tools to spot struggles early and lean on support networks can make a huge difference when it comes to early intervention and seeking essential support sooner.

Sources: HSE (2025), CIPD (2024 and 2025), MHFA England (2023)

How **you** can **get involved**

Everyone can play a part when it comes to building a personal sense of resilience, supporting others to do the same, and creating workplace environments where mental health and wellbeing is a priority.

Here are some ways that you can get involved this Mental Health at Work Day, as well as some handy resources to get you started...



Free Resilience training guide



Our free, comprehensive online training guide is designed to equip individuals with the skills and knowledge needed to strengthen resilience both personally and within the workplace.

You'll also receive a training certificate and some extra assets upon completion to help continue the conversation.

[Find out more](#)

On-Demand Webinar: Rightsteps Reframes Resilience



Our team of experts have come together to explore how resilience truly grows: through support, connection, and the daily habits that help us sustain our wellbeing.

Our free, on-demand webinar blends insight, storytelling and practical advice to create a handy resource for teams, managers and individuals who are looking to better their understanding of resilience.

[Watch the webinar](#)
(Early access)



Resilience Brews Moments



When it comes to mental health at work, and having a personal sense of resilience, we know that having **supportive colleagues plays a huge role**. We also know that much like a tea or coffee, resilience is something that gets stronger with time and is best when it can be shared with others.

That's why, this Mental Health at Work Day, we want to encourage teams across the country to host their own coffee catch-ups and take even just ten minutes out of their day to connect with colleagues.

What will it look like?

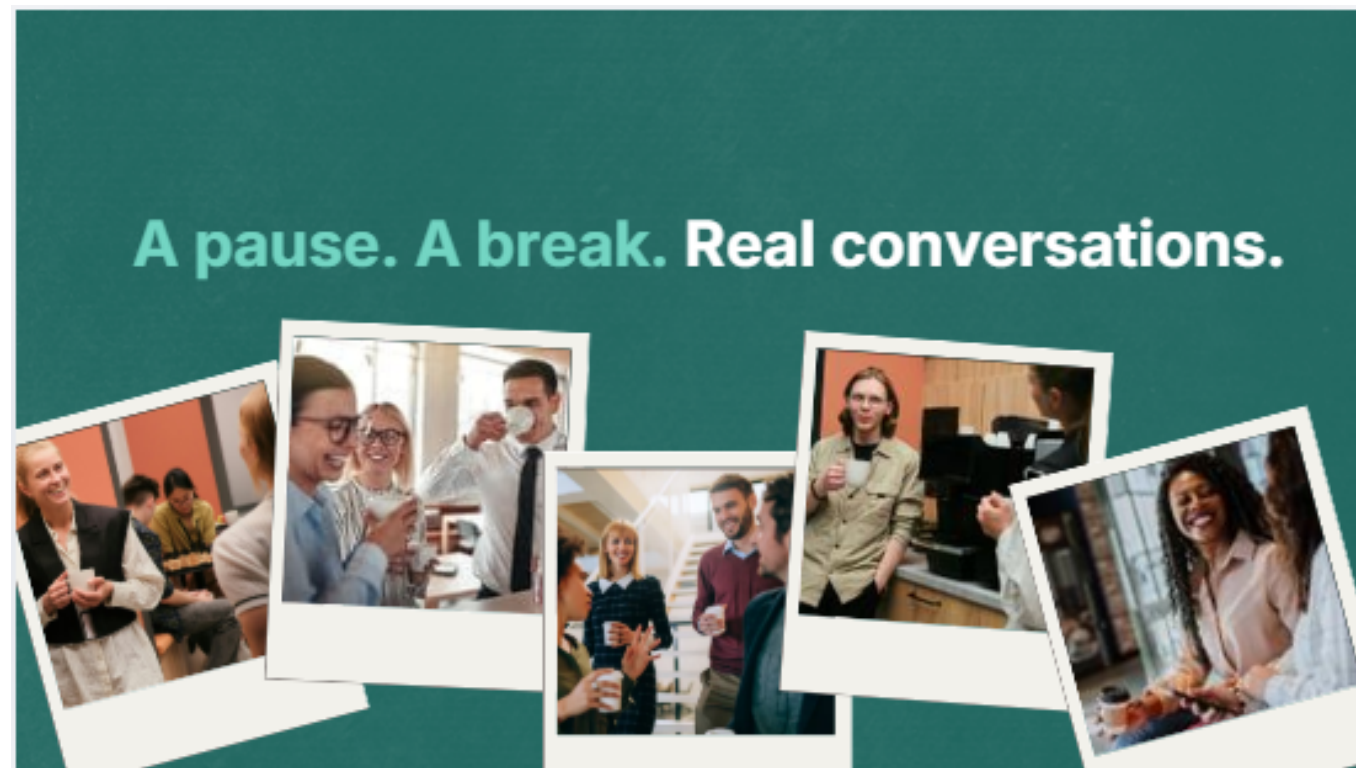
A coffee break with colleagues can come in all different shapes and sizes, it can be a formal get-together in the staff room, a calendar invite for a team virtual break, or an informal catch-up with just a handful of your closest colleagues.

Whatever your resilience brews moment look like, **schedule** some time in for it on or around Mental Health at Work Day, **snap** a picture, and **share** it with us.

You can find downloadable resources and further support for planning on the next pages.



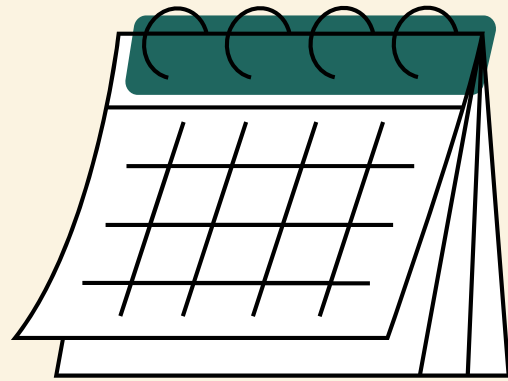
Planning a Resilience Brews Moment



Click here to watch
and share the video



The simplest of coffee breaks tend to be the most effective, and moments of connection with colleagues often do happen naturally. However, in many workplaces, dedicating time out together can feel easier said than done, particularly in busy, high-pressure or more remote environments. If you'd like to host a Resilience Brews moment, but need some further support, here's how you can get started...



Step 1: Schedule it in

Put some dedicated time in your teams calendars, even just for 10 or 15 minutes.

Add the **when, where and why** to give people the essential details.

Keep it pressure free - if people are unavailable at that time, encourage them to find the time elsewhere in the day.

Consider who will be there, you may want to “buddy” colleagues up in smaller groups for catch-ups.



Step 2: Promote

Add it to a notice board or include it within your weekly updates ahead of time so that people know it’s coming up.

Make the most of our downloadable resources on the next few pages.

Highlight the importance of being able to take time out with colleagues and encourage people to have their resilience brews moment in a way that works for them.



Step 3: On the day

Lead by example and find the time to attend a Resilience Brews moment, make a hot drink, **snap a picture together and share it with us!**

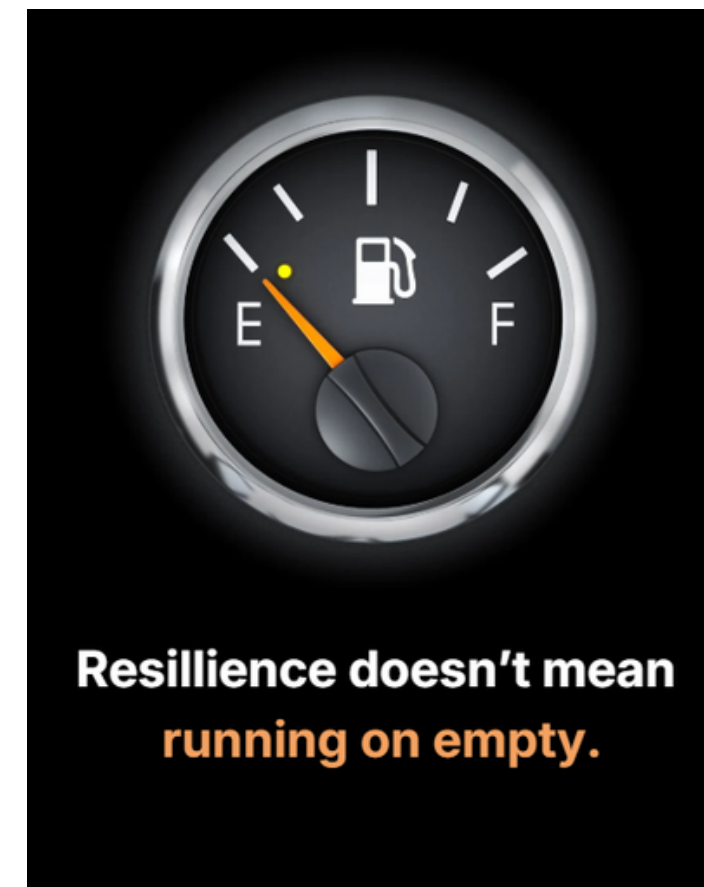
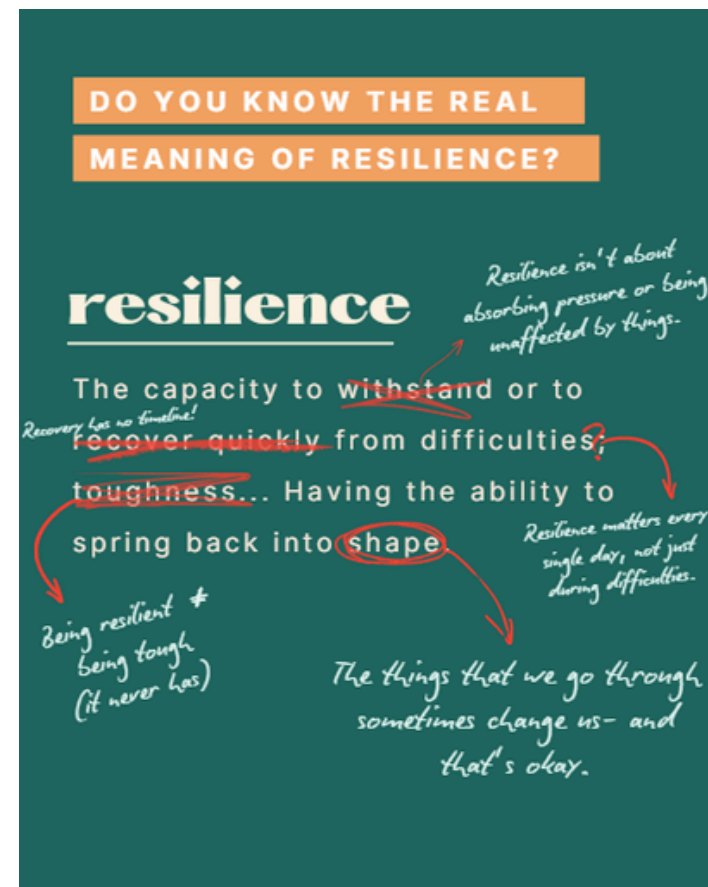
Use the time as a chance to connect - talk about anything and everything (it doesn’t need to be work related!).

Finally, consider scheduling this time more frequently. Time to connect for our mental health is important all year round!

Click here to access our templates in different formats and sizes!

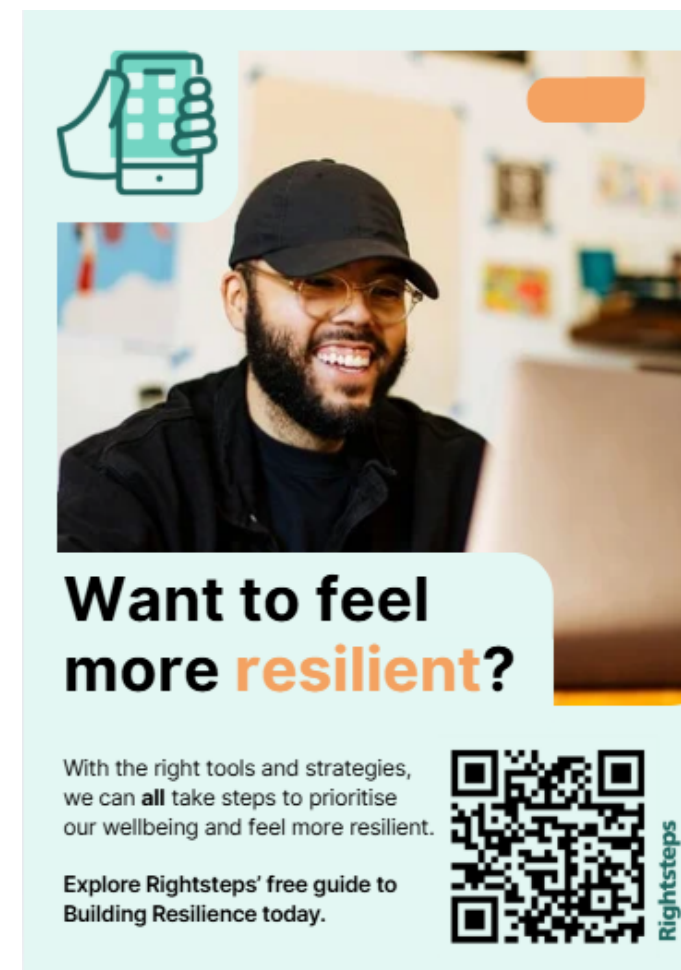
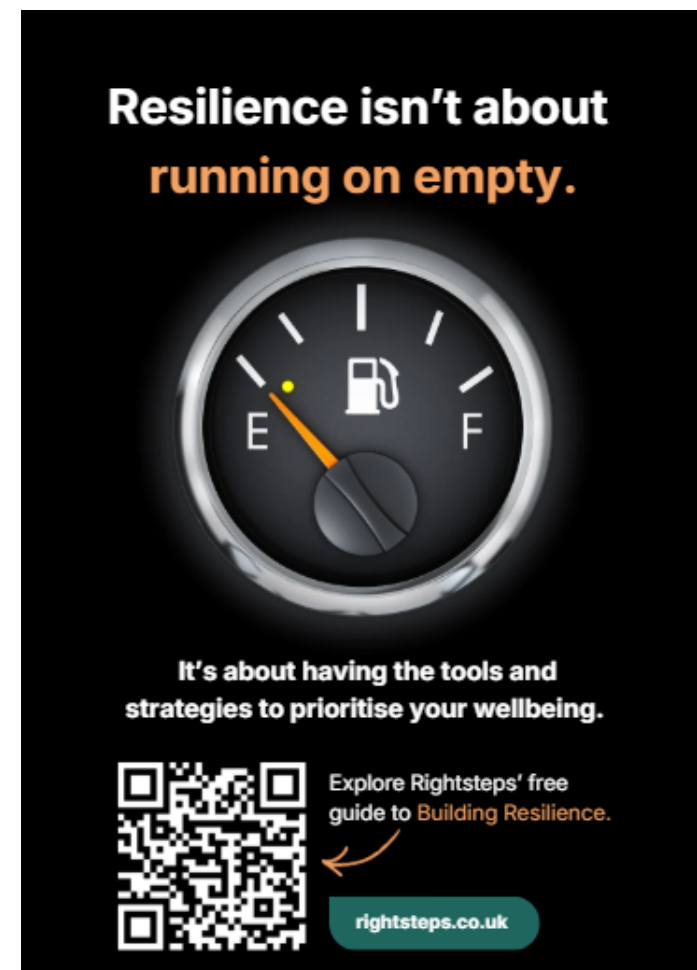
Social Media Templates

Use these downloadable social media templates on Thursday 26th March, or create your own, to spread the word that you're celebrating MHAWD and prioritising resilience!



Downloadable Posters and Leaflets

Use our downloadable posters and leaflets around your organisation to get the conversation started and let people know how they can be involved and about accessing mental health support.



Click here to access our resources in different formats and sizes!

Don't forget to snap a photo of your resources or events in action so we can share them too!

Get
in touch



If you'd like to know more about Rightsteps and how we can support your organisation, get in touch now – call **0161 238 5264** or email **info@rightsteps.co.uk** to speak to our friendly team now.