

# Breaking the Silence

## Men's Mental Health Month and the Power of Employee Benefit Support



In today's fast-paced and demanding world, where expectations often run high, it's more important than ever to prioritise mental health.

Men's Mental Health Month serves as a poignant reminder to raise awareness and initiate conversations about the well-being of men. This annual event encourages a much-needed dialogue surrounding the unique challenges that men face when it comes to mental health.

Recognising the importance of this month, we'll explore how additional support services, in conjunction with traditional employee benefits, can play a pivotal role in promoting men's mental health and the crucial role of communication in this endeavour.

### The Importance of Men's Mental Health Month

Men's Mental Health Month, observed annually in November, is a time to shine a spotlight on the mental health struggles that men often face. Traditional gender roles and societal expectations have, for a long time, placed undue pressure on men to exhibit stoicism and suppress their emotions. This has, in many cases, led to the underreporting and underdiagnosis of mental health issues among men. By dedicating an entire month to this cause, we encourage open conversations, reduce stigma, and let men know that it's perfectly acceptable to seek help and support when needed.

## Raising Awareness

Raising awareness about men's mental health issues is the first step in making a difference. Employees must know that their organisations care about their well-being. Employers and HR departments play a critical role in educating their workforce about the importance of mental health. Communication is key, and this extends beyond the traditional benefits offered as part of employment contracts.

## Enhanced Employee Benefits

Traditionally, employee benefits have included healthcare plans, retirement savings, and perhaps even some wellness initiatives. However, in recognition of the growing awareness around mental health, many forward-thinking organisations are bolstering their benefits packages with additional mental health support services. These "bolt-on" benefits are designed to provide employees with resources to cope with everyday stresses and strains, helping them maintain a healthier work-life balance.

These additional services often include:



### Employee Assistance Programs (EAPs)

EAPs provide confidential counselling services and support to employees, helping them manage stress, anxiety, and other mental health issues. They can be instrumental in helping breaking down the barriers to seeking help.



### Mental Health Days

Some employers are offering dedicated mental health days as part of their benefit packages. This allows employees to take time off when they're feeling overwhelmed without the pressure of needing to provide an explanation.



### Online Support and Resources

Online benefits platforms, such as the ones offered by us at Corpad Employee Benefits Ltd, are pivotal in delivering education and information about mental health. They can provide access to a wealth of resources, articles, and self-help tools.



### Mental Health Training

Some organisations are investing in mental health training for their employees and managers to create a more supportive workplace environment.



## The Role of Communication

To truly make a difference in men's mental health, communication is paramount. Employees must be aware not only of their core contractual benefits but also of the mental health services available to them. An ongoing, open dialogue about mental health within the workplace can significantly reduce the stigma associated with seeking help.

## Corpad Employee Benefits Ltd: Supporting Your Mental Health Initiatives

Corpad Employee Benefits Ltd understands the importance of aligning with your organisation's values and delivering the correct messages about mental health support. We offer comprehensive solutions to help businesses provide the best possible mental health support to their employees.



## In conclusion

Men's Mental Health Month reminds us of the importance of addressing mental health issues among men and breaking down the barriers to seeking help. Additional support services that are added to traditional employee benefits can play a vital role in promoting mental well-being.

Communication is key, and organisations must ensure that their workforce is not only aware of their core benefits but also the mental health services they can access.

**Don't hesitate to reach out to us for more information on how we can help you achieve this goal.**

Please visit [corpademployeebenefits.com](https://corpademployeebenefits.com) or email [ceb@corpad.co.uk](mailto:ceb@corpad.co.uk)

### HEAD OFFICE

CORPAD Employee Benefits Limited, Unit 4, Antler Complex, Bruntcliffe Way, Leeds, LS27 0JG

☎ 0113 387 0112 ✉ [ceb@corpad.co.uk](mailto:ceb@corpad.co.uk)

[corpademployeebenefits.com](https://corpademployeebenefits.com)

