



Information for Partners

Being a Partner means you are in a position to lead by example in the legal profession. We are aiming to eliminate stigma and discrimination around mental health to ensure the law is a sustainable and healthy industry for all colleagues to work in. We all have a role to play.

Support for you

None of us performs well when we aren't at our best. Leaders might feel they need to be indestructible, but it can be a lonely place, carrying a lot of responsibilities for the business and other people.

Being a Partner brings a lot of new challenges and responsibilities and it's important you are open to understanding and acting on your own triggers for stress.

[Find out more about supporting yourself via Lawscot Wellbeing](#)

LawCare

LawCare is the legal profession's dedicated mental health support charity. You can call them for free on **0800 279 6888**.

A lot of us might have heard of LawCare, but do really you know how they can help?

[Find out more](#)

Training - upskilling and increasing confidence



When we recently surveyed the profession:

- 62% of respondents felt better manager training would improve workplace culture
- 24% of respondents felt their managers could confidently support them with their wellbeing, which suggests a skills gap

See Me E-learning

- Free, online training resource
- Six chapters of around 20 minutes each
- A great foundation course for managers
- Improve understanding of signs/ symptoms to look out for in work
- Learn more about rights and responsibilities regarding mental health stigma and discrimination in work
- Develop confidence to have conversations about mental health

[Register for See Me's e-learning](#)



- Free, online course developed by LawCare and the OU
- Designed for individuals in law
 - Around four hours of study
 - Key themes include dealing with mistakes, handling responsibility, managing stress

[Find out more](#)

Managing others

✓ A positive and proactive attitude to wellbeing and mental health can result in greater **trust, better communication, increased performance** and improved **staff retention**.

✗ Poor leadership and failure to support staff with mental health can result in things like **sickness absence, a toxic culture, people afraid to disclose problems** at work and **underperformance**.

Management standards from the Health and Safety Executive (HSE)

According to the HSE, there are six areas of work that can have a negative impact on employee health if not properly managed, which you need to focus on.

Demands – includes workload, work patterns and the work environment

Control – how much say a person has in the way they do their work

Support - includes the encouragement, sponsorship and resources provided by the organisation, line management and colleagues

Role – whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles

Change - how organisational change (large or small) is managed and communicated in the organisation

Relationships – promoting positive working to avoid conflict and dealing with unacceptable behaviour

[Find out more on the HSE website](#)

Good practice for managers/leaders

Open conversations about mental health with your staff

See Me's Let's Chat tool is a practical tool for guidance, tips and scenarios to help line managers start conversations with confidence about their mental health.



[Download the Let's Chat tool](#)

Model and encourage positive working practices

You could look at adopting the [Mindful Business Charter](#), or promoting if it's something your firm is already signed up to. It promotes simple but effective changes to limit stress, such as:

- **Limiting emails sent out of hours** by delaying the time to send until the morning/Monday, to reduce pressure to reply
- Mindful delegation, with fair deadlines and **avoiding presenting everything as 'urgent'**
- **Avoiding copying people into emails** they don't need to be, sending excessive emails and **considering the necessity for people to be at a meeting**

Keep the conversation going about mental health

Engaging with national campaigns can be the easiest way to get this going. Lead by example by participating proactively.

Suggested dates for your diary

February: **Time to Talk Day**
April: **Stress Awareness Month**
May: **Mental Health Awareness Week**
September: **World Suicide Prevention Day**
October: **World Mental Health Day**