

## Education sector

# Minds in Business

## Helping organisations address mental health



Mental health issues are the biggest cause of lost workdays in the UK, costing organisations up to £45 billion a year in lost revenues.

In education, it's reported that the sector is facing a mental health crisis. Teachers and support staff have seen their workloads change dramatically in recent years, leading to worsening wellbeing, higher levels of stress, insomnia, burnout and presenteeism (working when ill).

Findings from the 2022 Teacher Wellbeing Index show:

- > 75% of staff are stressed
- > 78% of staff experienced mental health symptoms due to their work
- > 47% of staff always go into work when unwell
- > 59% of staff had considered leaving the profession

Student mental health is also a major concern, with anxiety around classes and coursework, loneliness and the cost of living all contributing. The Mental Health of Children and Young People in England 2023 report found that in 2023, about 1 in 5 children and young people aged 8 to 25 years had a probable mental disorder.

### Improve your mental health strategy

As an established insurer to educational establishments, both state funded and independent, we can provide cover for even the most challenging risks and situations.

To help you evaluate and improve your mental health strategy, we have a new 'Minds in Business' mental health strategic assessment tool that's unique in the insurance market.

Minds in Business has been developed in collaboration with renowned mental health charity Mind, organisational culture and human error specialists Anker and Marsh, and business and personal resilience specialists Petros, so you can have confidence in the process and outcomes.

When you engage with Minds in Business, you'll be posed a series of questions designed to consider your strategic approach to:

- > Leadership
- > Planning
- > Support
- > Organisational confidence and capability
- > Performance evaluation

After you've completed the process, you'll be given a bespoke risk improvement plan along with a proposed timeframe for completion. You'll also be signposted to a suite of resources and guidance to help you, much of which is provided by our carefully selected specialist partners.

We believe that Minds in Business can lead to healthier and happier staff and students, fewer incidents, an improved claims experience and resultant improved performance.

Just a small improvement in an organisation's approach towards mental health can help to address some of the issues and alarming statistics above.

### How to access Minds in Business

Access to Minds in Business is through our QRisk online risk management platform, available only to QBE customers.

QRisk offers you a wide range of guidance and self assessment tools to help reduce the chances or impact of an unexpected event - from managing your ESG (environmental, social, and corporate governance) risk, preventing common accidents in your workplace, or even improving your company's risk culture. QRisk can make it easier than ever to understand and manage the risks for your business.

You can work through each online module in QRisk at your own pace, taking what you need, at your discretion. You're in full control.

Please contact David Dexter [david.dexter@qbe.com](mailto:david.dexter@qbe.com) or Steve Field [steve.field@qbe.com](mailto:steve.field@qbe.com) for more information.

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