

Westminster Employment Forum policy conference:

Mental health in the workplace in England

Timing: Morning, Wednesday, 22nd October 2025

Taking place online



Draft agenda subject to change

- 8.30 Registration
- 9.00 **Chair's opening remarks**
Senior Parliamentarian
- 9.05 **Workplace Mental Health in England - the current state of play**
Andy Bell, Chief Executive, Centre for Mental Health
Questions and comments from the floor
- 9.25 **Key priorities for young people and reducing economic inactivity due to mental health concerns**
Senior representative, advocacy
Questions and comments from the floor
- 9.45 **Supporting employees in returning to the workplace and addressing mental health concerns**
assessing proposals in the Get Britain Working White Paper / flexible working, phased returns, and reasonable adjustments / coordination between government, NHS and local services / assessing proposals to reform the benefits system and work capability assessments / Connect to Work programme implementation / coordination between employment services, health support, and skills provision within ICSs and combined authorities / priorities for local authorities / shifting to prevention and early intervention / allocation of funding and resources / strategies to reduce economic inactivity
Annie Irvine, Lecturer, Social Policy, University of York
Senior representative, local authority
Senior representative, skills
Senior representative, employer
Senior representative, employment support
Questions and comments from the floor
- 10.30 **Chair's closing remarks**
Senior Parliamentarian
- 10.35 Break
- 10.45 **Chair's opening remarks**
Senior Parliamentarian
- 10.50 **Access to mental health support for those in work**
Senior speaker confirmed from **Mind**
- 11.00 **Workplace culture and best practice in reducing stigma and workplace support**
addressing concerns over workplace culture for mental health / strategies for encouraging open conversations about wellbeing in the workplace / reducing stigma around mental health / strategies to build supportive relationships between workplace management and employees / best practice for high-intensive professions / employee benefits / reducing burnout / preventing potential economic inactivity
Senior representative, employer
Senior representative, advocacy
Senior representative, HR
Senior representative, occupational health
- 11.20 Questions and comments from the floor
- 11.40 **Priorities for employers - assessing employer capacity and incentives for supporting and investing in employee mental health**
assessing proposals in the Employment Rights Bill and their likely impact / priorities for employers in supporting mental wellbeing and creating inclusive environments / flexible working, job security and statutory sick pay / best practice in offering mental health support / effectiveness of clinical support in the workplace, including Individual Placement Support / employer incentives for occupational health investment / impact on productivity and employee-employer relationships / employer capacity and HR strategy / resources required for national and local initiatives
Senior representative, employer
Senior representative, SMEs
Senior representative, legal
Senior representative, trade union
Questions and comments from the floor
- 12.25 **Mental health in the workplace - key priorities for policy**
Lorraine Jackson, Director, Joint Work and Health Directorate, Department for Work and Pensions and Department of Health and Social Care
Questions and comments from the floor
- 12.55 **Chair's and Westminster Employment Forum closing remarks**
Senior Parliamentarian
Sean Cudmore, Westminster Employment Forum