

Standards for Mentally Healthy Recruitment and Induction in Early Careers



The City Mental Health Alliance, working with business and mental health experts, has identified eight standards for mentally healthy recruitment and induction to help young people to thrive from the start. These standards will help an employer to design an early careers recruitment and induction process that supports the mental health of young people as they make the stressful transition from education into the workplace.

- STANDARD 1** Challenge the intense pressure to be perfect
- STANDARD 2** Demonstrate an open culture, which is supportive of good mental health, throughout the recruitment process
- STANDARD 3** Have a consistent process for offering recruitment adjustments for mental health reasons
- STANDARD 4** Design the recruitment process to support the positive mental health of all candidates
- STANDARD 5** Provide support, resources and training to recruitment teams
- STANDARD 6** Make mental health and wellbeing part of the induction process
- STANDARD 7** Measure progress and impact
- STANDARD 8** Be committed to supporting the positive mental health of all employees

To find out more about these standards, and the CMHA's full Guide to Mentally Healthy Recruitment In Early Careers, please email farimah@citymha.org.uk