

TRISTAN JEPSON MEMORIAL FOUNDATION PSYCHOLOGICAL WELLBEING: BEST PRACTICE GUIDELINES FOR THE LEGAL PROFESSION

Roberts Beckwith Partners has signed up to the TJMF Guidelines.

The TJMF was set up in memory of Tristan Jepson, a young lawyer who committed suicide. It launched Guidelines in May 2014. These are a voluntary framework for legal firms to use with the aim of tackling high rates of depression in the law, by encouraging firms to sign up to and implement the guidelines.

The TJMF Guidelines are based on 13 psychological factors which were found to have a powerful impact on the psychological health of employees. Prolonged or excessive job stress is a significant risk factor for mental health issues.

The TJMF aims to get every legal firm to sign up to the Guidelines to safeguard their employees and at a wider level, to assist with a change in the way the legal profession thinks about mental health. Ultimately the aim is for legal organisations to change their structures, policies and processes to match this change in attitude.

Roberts Beckwith Partners have produced their own Guidelines to promote a psychologically healthy workplace and thereby support the psychological health of its employees.

ROBERTS BECKWITH PARTNERS GUIDELINES FOR A PSYCHOLOGICALLY HEALTHY WORKPLACE

- 1. Trust, honesty & fairness.**
- 2. Respect & consideration.**
- 3. Support for any health concerns –psychological &/or physical.**
- 4. Understanding by employees of what is expected of them & how they contribute to the workforce.**
- 5. A workforce made up of people who work well together.**
- 6. Encouragement and support of each other and each individual's growth & development.**
- 7. Timely appreciation & reward of efforts.**
- 8. Inclusion in the decision making process.**
- 9. Realistic expectation of responsibilities and workloads.**
- 10. A feeling of connection with the workplace.**
- 11. A good work/life balance.**
- 12. Protection of employees' physical & psychological health paramount.**