



UK WORKPLACE MENTAL HEALTH AND HR EMPLOYMENT LAWS: LEGAL OBLIGATIONS, RISKS, AND COMPLIANCE

**Fully Accredited
By:**

Chartered Institute of
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PROGRAM OVERVIEW



UK workplace mental health and HR employment laws are extraordinarily complex - **compliance requires navigating multiple overlapping frameworks such as the Equality Act 2010, Health and Safety at Work Act 1974, and varying mental health provisions across different jurisdictions.** The UK places strong emphasis on employee wellbeing and reasonable adjustments for mental health. Yet, 73% of HR professionals report difficulty interpreting and complying with these obligations, **contributing to over 120,000 mental health-related tribunal cases each year.**

This certified program is designed to equip HR and workplace safety leaders with a comprehensive and practical understanding of the UK's workplace mental health and HR employment laws. With tribunal claims involving stress, discrimination, and failure to make reasonable adjustments increasing year on year, employers face significant financial, legal, and reputational risks if they do not comply with evolving statutory duties.

This program will provide you with in-depth coverage of the **Equality Act 2010, focusing on mental health as a protected disability, the thresholds for substantial and long-term impairment, and the legal tests for reasonable adjustments.** Participants will also analyze leading tribunal cases to understand how courts apply these provisions and the remedies imposed for breaches.

ACCREDITATIONS



4.8



4.6



PROGRAM OVERVIEW



Beyond equality law, the curriculum addresses **obligations under the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations, and HSE guidance on stress, psychosocial risks, and duty of care.** The program also examines compliance with ACAS codes of practice, UK GDPR data protection rules when handling sensitive health information, and the intersection between workplace safety, employee rights, and HR best practices.

Through real world case studies and practical examples, participants will learn how to **design compliant mental health policies, integrate legal requirements into grievance, redundancy, and dismissal procedures, and manage collective bargaining pressures where mental health protections intersect with union negotiations and contractual obligations.** By the end of the program, participants will be able to confidently embed sustainable, legally compliant mental health frameworks into HR practice, mitigating litigation risks, safeguarding workforce wellbeing, and strengthening organizational governance.

Upon successfully completing the program, you will earn the **Certification in UK Mental Health and Employment Laws.** This globally recognized certification carries lifelong validity and will significantly enhance your professional credentials, demonstrating your ability to navigate the legal, ethical, and operational challenges of workplace mental health and employment law compliance in the UK.

ACCREDITATIONS



4.8



4.6



KEY SKILLS YOU WILL GAIN

From This Program



**NAVIGATING UK EMPLOYMENT LEGISLATION
EQUALITY ACT 2010 COMPLIANCE
MANAGING DISABILITY DISCRIMINATION CASES
IMPLEMENTING REASONABLE ADJUSTMENTS**

**DEVELOPING WORKPLACE MENTAL HEALTH
STRATEGIES
HEALTH AND SAFETY AT WORK ACT 1974
COMPLIANCE
CONDUCTING STRESS RISK ASSESSMENTS**

**REDUCING ABSENTEEISM AND PRESENTEEISM
RISKS
HANDLING EMPLOYMENT TRIBUNAL CASES
REDUNDANCY LAW COMPLIANCE**

**MANAGING GRIEVANCE PROCEDURES
APPLYING DISCIPLINARY ACTION PROTOCOLS
NEGOTIATING COLLECTIVE BARGAINING
AGREEMENTS
MANAGING UNION RELATIONS AND DISPUTES**

**ENSURING DATA PROTECTION COMPLIANCE
HANDLING SENSITIVE HEALTH DATA**

YOUR FACULTY DIRECTOR



Soumya Singh

Highly Accomplished Global HR and Workplace Wellbeing Strategist

Soumya Singh is a highly accomplished and versatile HR and people leader with a wealth of experience in leadership and management roles across renowned organizations in the UK. As Deputy Director of People at Smart Energy GB, she sits on the senior leadership team and leads workplace health, wellbeing and employment-practice initiatives. Soumya has **deep, practical expertise in UK mental-health and employment law, covering absence management, reasonable adjustments, fitness-for-work assessments, risk mitigation and tribunal avoidance, and is skilled at translating statutory obligations into clear policy, manager guidance and targeted training** for operational leaders. Her work contributed to Smart Energy GB's Sunday Times Best Place to Work awards (2023, 2024) and to its recognition as an All In Champion for inclusivity and wellbeing.

A visiting faculty member at Kingston Business School, Soumya teaches HRM and Organisational Behaviour and has delivered executive sessions internationally. She **chairs Smart Energy GB's DEI working group, is a member of the All In Disability Working Group, and serves as a Non-Executive Director at Impact Hub London while sitting on the boards of UnLtd and Anti-Slavery International**. Soumya is a sought-after trainer on UK workplace mental-health and employment-law practice, combining academic insight with hands-on implementation.

OUR PARTICIPANTS

Over 70% of FORTUNE 500 Companies Have Attended Our Accredited Programs Before





PROGRAM AGENDA

MODULE 1: INTRODUCTION - MENTAL HEALTH AND ILLNESS, WORK AND THE LAW

- Understanding current trends in workplace mental health and illness
- Why is this a critical workplace issue?
- Why mental health and illness matters for business: Productivity, turnover, presenteeism
- Setting the scene: Legal, cultural, and human dimensions

MODULE 2: CORE UK EMPLOYMENT LAW FOR ILL AND INJURED EMPLOYEES

- Overview of legal rights and employer duties
- Distinction between ill health, injury, and disability in employment law
- Common legal risks and recent tribunal cases

MODULE 3: EMPLOYER'S DUTY OF CARE - LEGAL & ETHICAL RESPONSIBILITIES

- Duty of care and Health & Safety obligations
- Physical and psychological safety
- Role of stress risk assessments and HSE guidance

MODULE 4: HEALTH & SAFETY IN PRACTICE - EMBEDDING MENTAL WELLBEING

- Stress, burnout and psychosocial risks in the workplace
- Baseline awareness: Using surveys, wellbeing audits and pulse checks to measure extent of issue and staff understanding
- Workplace mental health support provisions: MHFA (mental health first aiders), EAP, counselling, coaching, webinars

MODULE 5: EQUALITY ACT 2010 AND REASONABLE ADJUSTMENTS

- Wellbeing challenges meeting the legal definition of disability
- Definition of disability under the Equality Act (including mental health)
- What "reasonable adjustments" look like in practice
- The dynamic between HR, line managers and employees in agreeing and reviewing adjustments

MODULE 6: WORKING WITH OCCUPATIONAL HEALTH AND HR (WHEN ADJUSTMENTS NEED EVIDENCE)



PROGRAM AGENDA

- Understanding your role as a manager - You are not expected to be a medical or mental health expert
- When and how to refer an employee to Occupational Health (OH)
- Using OH assessments to inform reasonable workplace adjustments and support plans
- Coordinating roles and responsibilities: Line manager, HR, employee and OH

MODULE 7: TRUST, CONFIDENTIALITY, AND DATA PROTECTION

- Handling sensitive medical information under GDPR
- Maintaining trust while meeting compliance (manager-direct report relationship)
- Boundaries on what line managers vs. HR should know

MODULE 8: MANAGING ABSENCE AND SICK LEAVE

- Processes for managing short-term and long-term absence
- Fit notes, absence triggers, occupational health referrals and return-to-work plans

- Triangular dynamic: Collaboration and communication between line manager, HR and employee
- Using a coaching-style approach to support recovery and resilience
- Signposting to HR or workplace support services (return to work or management of ongoing health condition)

MODULE 9: SUPPORTIVE MANAGEMENT AND EFFECTIVE CONVERSATIONS

- Structuring sensitive conversations where health, sickness and performance intersect
- Linking performance concerns to mental and physical health and wellbeing and the challenges
- Knowing when to seek HR guidance or legal advice

MODULE 10: BRINGING IT ALL TOGETHER - REAL-WORLD SCENARIOS, LESSONS LEARNED AND GOOD PRACTICE

- Real-world scenarios involving stress, depression, anxiety and neurodivergence
- Lessons on where employers got it wrong
- Good practice reflections, linking back to baseline data, awareness, and support provisions

YOUR CHARTER DESIGNATION



Chartered Institute of Professional Certifications' programs are unique as they provide you with professional charter designations and marks that can be used across your lifetime once you have completed our programs.

Upon successfully attending this program, you will be awarded with the **Certification in UK Mental Health and Employment Laws** that can be used in your resume, CV and other professional credentials. This certification is industry-recognized with lifelong validity.

Globally respected and increasingly in demand, this certification will amplify your expertise in managing compliant, ethical, and supportive workplaces in alignment with UK employment law, the Equality Act 2010, and GDPR. It affirms your ability to balance employee wellbeing with organisational needs by implementing fair adjustments, safeguarding confidentiality, and embedding best practices that reduce legal risks and strengthen workplace culture. This program is developed by **Chartered Institute of Professional Certifications** and the content of this program has been certified by **CPD Certification Service** as adhering to highest standards of continuing professional principles.

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