

Sharing Personal Health Information with your Employer

(old term: disclosure)

Note: This tool forms part of a suite of guidance documents, tools and templates developed by the IPS Grow consortium. It should be read in conjunction with document "2.0 Introduction to IPS Grow delivery tools". Further information can be found at www.ipsgrow.org.uk. Please ensure you adapt this document fully to comply with local requirements. This tool was last updated June 2018.

Choosing whether to tell your employer about your mental health is a complex decision and should be made with care. Please add your own ideas below:

Pros	Cons
<i>E.g. Being open can be a relief.</i>	<i>May not get the job</i>
<i>More likely to get help & adjustments</i>	<i>May be stigmatised by other employees</i>
<i>You can enlist the help of an outside support worker</i>	<i>Have to work harder to gain respect/trust</i>
<i>Supported by Equalities Act</i>	<i>May receive lots of questions which may be intrusive.</i>

If you choose to share information regarding your mental health; you should now consider:

- **Who** to share it with? If the information is given to human resources they would not necessarily have to tell your supervisor or colleagues. However if you tell your manager you can request that this information is only shared on a 'need to know basis'
- Do you want to say it? Or your support worker?
- **When** to tell? E.g. on application, interview, upon job offer, once working.
- **How** to phrase it?

I have discussed and considered the pros and cons of sharing personal health information with an employer.

Client Signature:

Date:

To be reviewed at 3 months and 6 months