

Embedding it within our DNA.

The Box is Plymouth's museum, gallery, and archive — a space for creativity, ideas, and community. It brings together art, heritage, and learning through exhibitions, workshops, and partnerships that invite people to connect with local stories and each other. "The whole is greater than the sum of the parts. Together we create a platform for people to benefit, learn, and come together." Free for everyone, The Box makes culture and creativity accessible to all.



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CHALLENGE:

Before joining, The Box had tried several ways to support wellbeing at work — but nothing quite stuck. We'd started a wellbeing group but it didn't really lead anywhere, it fizzled out. The team wanted mental health to not be an afterthought. There was this gap, attempts were bitty. We saw the programme as a chance to build something lasting, not just tick a box. We are very keen to invest where we can in mental health.

"When we were presenting recommendations to our senior management team, being able to present it in the context of this programme added real value to those conversations."

"We just needed the right people around the table and that external influence to really kick start us into motion."

THE PROGRAMME:

The programme offered a safe, open space to talk, reflect, and learn. TMHC was brilliant at creating a space for fluid, authentic natural conversation. There wasn't a prescribed rigorous process — we could just be open, and that's where the best ideas came from. The sessions also helped us connect with other organisations. It was inspiring to hear from others. You realise you're not the only one going through things — just in different ways. That time away from work to talk and listen was so valuable. That platform for us to take ownership of what we wanted to achieve.

KEY OUTCOMES:

1 Increase in knowledge and confidence:

- I realised just how little I knew or was informed about mental health and its different aspects. It's easy to view it from your own perspective. I found myself wanting to dig into the impact of mental health and what it can manifest for people.





2

Being heard:

- Wow, it's opened up a conversation. People are listening and hearing now. Suddenly questions are being asked-what ideas have you come up with?
- We just need to be a bit brave, and step into that conversation.
- We have already met with Senior Management Team, presenting a list of suggested initiatives and ways forward, I didn't envisage getting to that point, and now we've been invited back- let's have the conversations and make it happen.
- I feel much better now than I did a year ago. I think we're in a much better place with what's happening and what we've achieved.

3

Start small, stay consistent

- I don't think people want for a lot, but I think just those small steps are bigger than anyone realises, aren't they? It doesn't have to be ground breaking. Our coffee and chat session went really well.
- Just check in with people, it's just having honest conversations, and not being afraid to talk about your feelings, I do think people are talking about things more- it won't all happen straight away, but small steps matter.
- We are human beings at the end of the day. I feel much more confident now, engaging on that personal level- just asking 'are you okay?' It's incredible, the power of those words, and what they can achieve. It's reframed my perception of where colleagues are and creates more positive relationships.

THE IMPACT:

When we walk through that door, it's part of the vibe, part of the energy. You walk into a supportive environment where there's respect, kindness and space given to just step away or reach out to a colleague if you need to. We're building on that infrastructure of support, so that people know where to go and who to talk to. I wasn't aware of some of the initiatives available through Plymouth City Council. We've done a lot of research into what are the mechanisms out there to bring that to the foreground.

CONCLUSION:

We're the catalyst- the facilitators- leading the box team gently towards a place where essentially, they don't need a group like us. People will naturally know where to go, how to have those conversations and feel inspired, safe and empowered to do that. It's empowered us to take things forward and own it. The next step is being more visible to the whole team. We may have arrived at this point, further down the line, perhaps, but I certainly don't think we would be at the point where we are now without having been part of the programme.

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