

THE DEAF HEALTH CHARITY SIGNHEALTH

Support your deaf employees with the UK's only BSL Employee Assistance Programme

The value to your organisation

Deaf employees often face barriers when accessing mental health support. Most traditional Employee Assistance Programmes (EAPs) are not designed with British Sign Language (BSL) users in mind - leaving many without the help they need.

Deaf adults are twice as likely to experience mental health issues yet face unequal access to support.

SignHealth's BSL EAP removes those barriers. Our therapists understand the deaf experience and are either deaf BSL users or fluent in BSL. We can also support clients that prefer lip-reading or other communication preferences. We are experienced in delivering culturally appropriate therapeutic support that improves wellbeing, reduces absence, and helps you retain skilled staff.

How can SignHealth EAP help your employees?

Our EAP supports the promotion of healthy lifestyles by empowering your employees to manage their mental health and address any concerns they may have. It offers both emotional and practical therapeutic support for a variety of issues, including:

- Stress, anxiety and low mood
- Bereavement and loss
- Isolation and loneliness
- Family and relationship difficulties
- Life events, changes and transition
- Workplace problems and stress
- Relapse prevention.

SignHealth offers self-help resources in BSL, along with tools and relapse prevention strategies that employees can use independently after completing therapy to help maintain their wellbeing.

SignHealth therapists

- Meet quality standards and are registered or accredited members of their respective professional bodies, such as BACP, NCPS, or UKCP, abiding by their ethical guidelines and professional codes of conduct.
- Can offer short-term, goal-focused therapeutic support.
- Engage in ongoing professional development (CPD) to support continuous learning and fulfil the requirements of their professional membership.

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- Our counsellors attend regular, appropriate clinical supervision and case management.

What your organisation gains

- **Equity in staff support** - ensuring all deaf employees have access to effective mental health care the same as their hearing peers.
- **Improved wellbeing** - reduce stress, anxiety, and isolation.
- **Better attendance and retention** - early intervention supports employee engagement, morale, productivity and continuity.
- **Demonstrable inclusion** - position your organisation as a leader in equity and accessibility

How the service works

1. **Referral** - You refer a deaf employee to us
2. **Initial assessment** - A 90-minute one-to-one session
3. **Therapy sessions** - 10 structured sessions with a qualified therapist
4. **Review** - Progress and next steps are discussed with the employee

2025/26 Fees

- Assessment: £162.75
- Therapy Session: £110.25

Why SignHealth?

- **We are the only NHS-commissioned BSL talking therapy provider** and we have over 10 years experience.
- Deaf clients report high satisfaction and improved mental health outcomes.
- Better wellbeing leads to improved morale, higher attendance, and better staff retention.
- We are a deaf-led organisation with a deep understanding of the community and its needs.
- Trusted by leading employers including Royal Mail.

Get Started

Provide your deaf employees with the support they deserve - with accessible mental health care.

Contact: therapies@signhealth.org.uk

Visit: <https://signhealth.org.uk/bsl-employee-assistance-programme/>