**Mental Health Policy Statement**

As a company we recognise that Mental ill health and Stress are associated with many of the leading causes of disease and disability in our industry. Promoting and protecting the mental wellbeing of our staff is important not just for the company but for our employee's physical health, social wellbeing and also productivity.

Many factors in the home and the workplace influence the mental wellbeing of individual employees. Understanding and addressing the factors which affect our employee's mental wellbeing at work have a wide range of benefits, both for individuals and the company. Mental wellbeing in the workplace is relevant to everyone and everyone can contribute in improving the mental wellbeing at work.

By addressing workplace mental health and wellbeing it can help strengthen the positive, protective factors of employment, reduce risk factors for mental ill health and improve general health. It can also help promote the employment of people who have experienced mental health problems and support them once they are at work.

We aim to create and promote a working environment that supports and promotes the mental wellbeing of all our employees. We recognise that certain working conditions and practices can sometimes negatively affect an employee's mental wellbeing, and this may include aspects of the organisation, management, environmental and social conditions that have the potential for psychological as well as physical harm.  The implementation of this policy will also be supported by other health and safety policies

**Our Objectives**

Promoting the mental wellbeing of all employees through:

- Providing information and raising awareness about mental wellbeing
- Providing opportunities for employees to look after their mental wellbeing
- Promoting policies and practices that promote wellbeing.
- Providing support to employees through
- Providing a work environment that promotes and supports mental wellbeing for all employees
- Offering assistance, advice and support to people who experience a mental health problem while in employment
- Support for staff returning to work after a period of absence due to mental health problems.
- Helping people get back to work after a period of absence due to mental illness through
- Making reasonable adjustments
- Retaining staff who develop a mental health problem.

Everyone has a responsibility to contribute to making the workplace mental wellbeing policy effective:

**Managers have a particular responsibility to:**

- Monitor the workplace, identify hazards and risks and take steps to eliminate or reduce these as far as is reasonably practicable.
- Ensure good communication between management and staff, particularly where there are organisational and procedural changes.
- Assist and support employees who are known to have mental health problems or are experiencing stress outside work – for example due to bereavement or separation.

- Ensure staff are provided with the resources and training required to carry out their job
- Monitor workloads to ensure that people are not overloaded.
- Monitor working hours and overtime to ensure that staff are not overworking, and monitor holidays to ensure that staff are taking their full entitlement.
- Ensure staff are provided with meaningful developmental opportunities.

**Employees have a responsibility to**

- Raise issues of concern and seek help from the safety representative your line manager, or the health and safety consultant.
- Accept opportunities for counselling when recommended.

Ben London
Director
1st August 2024