

MENTAL HEALTH POLICY

1. INTRODUCTION

Here at Concrete Structures and Floors we want to support our employee's wellbeing, and this includes their mental health. We know that talking about our mental health can be uncomfortable, especially within the construction industry, but with research suggesting that a quarter of us will experience a mental health problem every year, and that almost 1 in 5 of us are living with a serious mental health issue, it's time we started talking more about how we are feeling.

2. AIMS OF THIS POLICY

To acknowledge that workplace stress is a health and safety issue and recognise the importance of identifying and reducing those items in the workplace that can cause stress. As an employer we aim to generate and promote a culture where employees can talk openly about their job and any problems they are facing and to report difficulties without fear of discrimination or reprisal.

3. OBJECTIVES OF THIS POLICY

To tackle workplace factors that may negatively affect mental wellbeing, and to develop management skills to promote mental wellbeing and to manage mental health problems effectively where these manifest at work, even if they are not directly caused by work. To provide support and assistance for employees experiencing mental health difficulties.

4. RESPONSIBILITIES AND COMMITMENT

Everyone has a responsibility to contribute to making the workplace mental wellbeing policy effective. Directors and Managers have a responsibility to:

- Monitor the workplace, identify risks and work to eliminate or reduce them as far as reasonably practicable.
- Ensure good communication between management and staff, particularly regarding organisational and procedural changes.
- Assist and support employees who are known to have mental health problems or are experiencing acute stress outside work, for example due to bereavement or separation.
- Ensure staff are provided with the resources and training they need to carry out their job.
- Monitor workloads avoid overloading people, and ensure staff are taking their full holiday entitlement.
- Organise training and awareness of workplace mental wellbeing.
- Provide advice and support to employees and managers in relation to this policy.
- Monitor levels of sickness absence through mental health problems including stress-related illness.

Employees have a responsibility to

- Raise issues of concern with their line manager, human resources or health and safety department
- Accept opportunities for counselling when recommended.
- Look out for each other and encourage colleagues to seek support when needed.

5. PERIODIC REVIEW

The Directors will be responsible for reviewing this workplace mental wellbeing policy and for monitoring how effectively the policy meets its aims and objectives. Indicators to measure effectiveness may include working hours and patterns; accidents at work; staff complaints; sickness levels; staff turnover; employee surveys; early retirement through ill health; exit interviews. The policy will be reviewed annually to ensure that it remains relevant.

6. SUPPORT

If you need further support

If you feel that you are experiencing a mental health problem, we encourage you to talk to your GP about it as soon as you can, so you can start accessing support.

Other sources of support

MIND www.mind.org.uk 0300 1233393

Remploy www.remploy.co.uk/mentalhealth 0300 456 8114

Samaritans - Offer emotional support 24 hours a day, in full confidence. www.samaritans.org Call 116123 – its free

Construction Industry Helpline App – 0345 605 1956

Signed:



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Date: 01.02.2024

Position: Managing Director