

	MENTAL HEALTH AND WELLBEING POLICY			REF:	PL15		
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K Rouse Civil Engineers Ltd will take all reasonable steps to ensure all employees and temporary workers are made aware of this policy statement.

Mental health problems and stress can affect anyone, regardless of their position or status. This policy applies equally to all employees and will be supported and implemented in conjunction with other human resources and health and safety policies.

K Rouse Civil Engineers Ltd recognizes that workplace stress is a health and safety issue and will wherever possible aim to identify and reduce this. The company will make all efforts to promote a culture of speaking out without fear or discrimination about mental health issues from the workplace or homelives. Any applicants with mental health issues will be treated positively with an enabling attitude and support and guidance will be provided to existing workers with mental health issues.

It is the responsibility of everyone in the company to look after their own mental health and where necessary inform management or health and safety of any issues that arise. It is the responsibility of management to ensure that sickness and absence levels are monitored, work levels are not excessive and existing employees with mental health issues are supported appropriately. It is the responsibility of directors to monitor the workplace, identify risks and work to eliminate or reduce them as far as is reasonably practicable. It is the responsibility of the HSEQ director to ensure adequate training is provided to staff and employees and that a good channel of communication is available throughout the company.



Signed:Managing Director
Date: January 2024