

1.13 MENTAL HEALTH AND WELLBEING POLICY STATEMENT

The organisation is committed to the protection and promotion of the mental health and wellbeing of all staff under its control.

The organisation shall continuously strive to improve the mental health environment and culture of the organisation by identifying, eliminating or minimising all harmful processes, procedures and behaviours that may cause psychological harm or illness to its employees.

The organisation shall continuously strive, as far as is reasonably practicable, to promote mental health throughout the organisation by establishing and maintaining processes that enhance mental health and wellbeing.

Objectives

Reduce discrimination and stigma by increasing awareness and understanding.

Complete a risk assessment to identify needs.

Give employees information on and increase their awareness of mental health issues and wellbeing.

Include information about the mental health and wellbeing policy in induction training.

Provide systems that encourage predictable working hours, reasonable workloads, and flexible working practices where appropriate.

Manage conflict effectively and work to ensure the workplace is free from bullying and harassment, discrimination, and racism.

Ensure each individual under the company's control has relevant training, supervision and support where required.

To provide support for employees experiencing mental health difficulties.

Communication

All employees will be made aware of the mental health and wellbeing policy and the facilities and help available.

Review and monitoring

The mental health and wellbeing policy will be under constant review with annual updates.