

Mental Health and Wellbeing Policy

Definition of Mental Health

Our definition of mental health is: A state of well-being in which the individual realises his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to his or her community. (World Health Organisation, WHO).

Statement of Commitment

We understand that mental health is impacted on by a range of factors, including the working environment and our workplace relationships with others. As such we are committed to:

- Actively promoting positive mental health.
- Enabling individuals to develop and manage their own mental health.
- Helping those experiencing mental health difficulties to recover.
- Building and maintaining organisational systems that impact positively on mental health, promote equality and reduce stigma around mental health.

Values

The values that inform our behaviour in relation to mental health mirror our organisational values, including respect, equality and consideration for all.

Policy Objectives

The objectives of this policy are to:

- Outline how the company complies with legal obligations contained in the Employment Equality Acts 1998–2011 and the Health, Safety and Welfare at Work Act 2005.
- Raise awareness across the organisation about the importance of promoting mental health in the workplace.
- Eliminate or reduce organisational risk factors in relation to mental health (e.g. bullying, stress, discrimination or harassment), wherever possible.
- Enable positive mental health and equality in practice through the provision of timely and appropriate reasonable accommodation and supports for individuals who are experiencing mental health difficulties or mental illness.

Legal Responsibilities

We are fully committed to complying with our responsibilities under the Employment Equality Acts 1998–2011. We recognise that mental health difficulties (e.g. stress, anxiety and depression) are covered by the Disability ground under the Employment Equality Acts, and we are committed to the provision of reasonable accommodation, where appropriate and necessary. We are also committed to our legal responsibilities under the Safety, Health and Welfare at Work Act 2005, including identifying and assessing psychosocial risk (e.g. stress or bullying), and reducing such risks.

In the event that we are aware of individual employees with mental health difficulties we will work with them to identify particular risks and seek to implement measures to reduce those risks. This policy should be read in conjunction with our Occupational Health and Safety Policy and Commitment and our Employee Handbook for further information.

Disclosure

We are committed to working positively with anyone disclosing information about their mental health difficulties, so that we can identify what may help them to function productively in work.

We are committed to respect for individual privacy and confidentiality. Information that is disclosed to us will be stored in accordance with our legal responsibilities under the Data Protection legislation.

Reasonable Accommodation and Support

We will support any employee requesting our help on the grounds of disability and (in this case) mental health difficulties, in compliance with the Employment Equality legislation.

