

# Mental Health and Wellbeing Policy

Promoting and protecting the mental wellbeing of our workforce is important for individuals' physical health, social wellbeing and productivity. At Gratte Brothers, we therefore aim to create and promote a workplace environment that supports and promotes the mental wellbeing of all employees.

We recognise addressing workplace mental wellbeing 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.

Mental wellbeing in the workplace is relevant to all employees and successful implementation requires everyone to cooperate with, commit to and assist in, the promotion of improved mental wellbeing at work. This policy will also be supported by additional Group policies.

In adhering to this policy, the business will promote and support the mental wellbeing of all its employees through:

- Raising awareness about, and providing opportunities for employees to look after their mental wellbeing.
- The training of Mental Health Responders and Mental Health First Aiders to offer assistance and support to individuals who experience a mental health problem while in employment and signposting them to the most appropriate point of care.
- Monitoring the workplace to identify hazards and risks and take steps to eliminate or reduce these as far as is reasonably practicable.
- Enabling good communication between management and staff, particularly where there are organisational and procedural changes.
- Ensuring staff are provided with the resources and training required to carry out their job.
- Monitoring workloads, working hours and overtime to ensure that staff are not overworking, and monitoring annual leave to ensure that staff are taking their full entitlement.
- Support for staff returning to work after a period of absence due to mental health problems.
- Continual improvement of our policies and practices that promote wellbeing.
- Site training and regular toolbox talks to support this policy.

This policy applies to all our employees and those working with us or on our behalf and everyone has a responsibility to contribute to making this workplace Mental Health and Wellbeing Policy effective.

The Directors are committed to the provision of satisfactory resources to ensure, so far as reasonably practicable, that our company employees are provided with the necessary training, supervision, information, procedures, skills, equipment and leadership necessary to achieve our policy objectives.



Signed: .....

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**Group Managing Director**