

We are committed to promoting an active and healthy workforce: to achieve a safe, successful and sustainable organisation. By supporting our workforce in developing a clear policy and encouraging positive behaviours, we strive to take measures to control the risk to our staff and the business as a whole.

Aims of the policy

We aim to develop our staff's awareness and skills when it comes to wellbeing at work, whilst also developing the skills of line managers to support their teams. To educate staff in respect of health at work, and make them aware that true wellbeing is as much about mental health as it is physical.

To dedicate and commit to health and wellbeing in the organisation from all levels, from the board to senior management and through-out the workforce. Furthermore, to recognise both the short-term and long-term benefits of a healthier workforce and that an appropriate and a sustained investment into this vision is necessary to achieve our health and safety objectives.

To promote mental health awareness and reduce the negative impact that stress can have on the quality of people's working lives and in turn on the productivity and effectiveness in the workplace.

Objectives of the policy

To understand that health and wellbeing to a large extent is dependent upon day to day actions determined by each individual within the business. By providing support to our workforce, we will be able to apply a preventative approach to stress management and continue to develop improvement in regards to health and wellbeing throughout the business in all levels.

To not simply comply with legislation relating to health and wellbeing, but to use The Health & Safety at Work Act 1974 and The Management of Health & Safety at Work Regulations 1999 as a starting point to form, develop and nurture the importance of health and wellbeing within our organisation.

We recognise that as an employer we have duties to our employees to assess the risk of stress related ill health arising from work activities, and that we must take measures to control the risk.

Principles & Implementation

We will consider the impact of various dynamics when it comes to stress at work and will also dedicate ourselves to implementing the management standards that represent a set of conditions, that if present, reflect a high-level of health and wellbeing.

The six principles below set out the primary causes of stress within the workplace:

1. **Demands of the job** – this includes details such as workload, work patterns and the working environment
2. **Control over work** – how much an individual has a say in the way they do their work
3. **Support from managers/colleagues** – this includes the encouragement, sponsorship and resources provided by the organisation, line management & colleagues
4. **Relationships at work** – this includes promoting positive working and avoiding conflict or and dealing with unacceptable behaviour
5. **Role within the organisation** – whether individuals understand their role within the organisation, and ensuring that is not conflicting
6. **Change & how it is managed** – how organisational change is managed and communicated within the business

These principles will be applied through a risk-based approach to evaluate the risk to the business. We will demonstrate good practice by completing a step by step risk assessment of the organisation that will target and identify the main risk factors for work related stress within the business. The management standards approach requires the organisation to look at:

- Identifying the key stress factors
 - Gathering data to decide who may be affected and how
- Evaluating the risk and exploring problems in order to develop appropriate solutions
 - Recording findings by developing action plans/risk assessments
- Monitoring and reviewing the plans and assessments to determine their effectiveness

As members of 'The Mindful Employment Charter' we will seek to increase awareness of mental health within the workplace and ensure that we provide practical support, training and access to information for all of our staff.

Furthermore, we will promote active discussion with our employees in order to adopt improvements that can be made within the business. This encourages engagement and productivity within the organisation, which is the key to achieving our health and safety goals.

Communication, Monitoring and Review

We will ensure that this policy is communicated to all staff, is available to relevant interested parties and is reviewed at least annually for effectiveness.



Gary Beeston
Group Managing Director