

Introduction

Mental health problems are common in the workplace, as many as one in six people in employment are having mental health problems at any one time.

Employers have a key role in managing working conditions that can affect mental health, ensuring people with mental health have the support they need and take appropriate steps to combat the stigma and discrimination.

This organisation has a legal responsibility under the Health and Safety at Work Act 1974 and Management of Health and Safety at Work Regulations 1999 to ensure the health safety and welfare at work of their employees.

What is Mental Health?

Mental Health includes our emotional, psychological, and social well-being. It affects how we think, feel and act.

Anxiety and depression are the most common mental health problems. They are often a reaction to a difficult life event such as bereavement but can also be caused by work related issues. Other conditions include Phobias, OCD, Panic disorder and Post traumatic stress disorders.

Mental Health Policy

It is really important to us that everyone at H&V Building Services Limited is supported to have good mental health and wellbeing at work. We recognise that work can have significant impact on our mental health and wellbeing.

At H&V Building Services Limited we:

- Strive to be leaders in workplace wellbeing.
- Recognise the good mental health and wellbeing in the workplace are vital to us all and to our current and future success.
- Commit to ensuring that we have the right support, guidance, and work-life balance to maintain our mental wellbeing at work.

H&V Building Services Limited is committed to its staff, and we know that people perform better when they are able to be present, confident and motivated in their jobs. We are committed to the following:

- Promoting mental wellbeing among staff and tackling the causes of work-related mental health problems.
- Providing support to staff who are experiencing a mental health problem.
- Developing and supporting line managers to effectively support the mental health and wellbeing of all staff.

We are dedicated to providing a work environment that promotes and supports well-being for all staff as well as offers assistance, advice and support to those who experience a mental health problem, while working or volunteering for us. This also includes support for staff returning to work after a period of absence due to mental health problems.

An effective and empowered voice is integral to a mentally health workplace. We are committed to develop a workplace culture where staff feel able to voice concerns, suggest positive ideas and are listened to, both about how they do their job and in broader decision-making about our strategy or activities.

H&V Building Services Limited provides training for staff and line managers on mental health. All Staff are encouraged to attend mental health awareness training.

H&V Building Services Limited has the opportunity through their H&S Advisors THSP to subscribe to an Employee Assistance Program, providing a completely confidential range of services including information, guidance, advice, and counselling services for any personal or work-related issues. There is a senior management commitment to 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 well-being.

Their role is to:

- Provide a working environment that promotes and supports the mental health and wellbeing of all employees.
- Develop a supportive culture, address factors that may negatively affect mental wellbeing, and to develop management skills.
- Provide awareness and understanding of the impact of poor mental health to our workforce and promote positive mental health through facilitated workshops, with the aims of reducing stigma and encouraging conversation in the workplace.
- Educate and enable champions from across the workforce to support keeping our people safe.
- Provide access to accredited mental health first aid training and provide assistance to signpost workers to support in their communities.
- Provide support of employees experiencing mental health difficulties.
- Ensure that those people who have experienced mental health problems are not discriminated against when seeking employment.
- Recognise that workplace stress is a health and safety issue.
- Review the Mental Health Policy annually.

Mental Health First Aiders

The role of a Mental health first aider (MHFA) is to help guide a person in distress to the relevant help that they need.

As MHFA, they have the relevant knowledge to be able to spot someone who is developing a mental health problem and will be able to intervene before it escalates.

MHFA are not qualified to provide therapy. They are there to support an individual and help to make their life at work easier and to encourage them to access the professional support that is available.

An important part of the role is assessing the individual if the person is getting worse and may be moving towards self-harm or suicide the situation may need to be escalated.

With confidentiality is key, just like physical health, critical incidents will be recorded, when necessary, to help with the individual's progression.

Names of Metal Health First Aiders are displayed in the workplace.



Signed:

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On behalf of H&V Building Services Limited