

Mental Health and Well-Being Policy

Previously reviewed: 07-09-23

Current Review: 02-04-24

Next Review: 31-03-25

Approved on behalf of Marisco South Ltd and Marisco Electricals Ltd (the Group) by:



Samuel R Clover

This policy supersedes and replaces any previously published policy on this subject.

BUPA Professional Counselling (Staff Confidential helpline: 0800 269616)

We provide this totally confidential and private telephone helpline service to all our employees for those occasions when they are worried about a personal or work-related situation and just need to talk to someone for some impartial and professional advice about what to do next.

Many people suffer devastating events during their lifetime that can insidiously challenge their ability to cope with life in ways they do not at first, recognise. It often takes a friend, loved one, or a work colleague to confront the person suffering from mental health issues concerning their unusual behaviour before they realise they have a problem.

Stress and depression are destructive forces that can quickly undermine a personal sense of self-worth, and they will nearly always spill over to adversely affect the relationships sufferers have with loved ones, friends and work colleagues.

Reaching out for help by calling this acclaimed professional counselling service is universally acknowledged as an immensely difficult first step for many people. However, many people have been glad they took it. Be the next person to benefit from talking through what is troubling you with an expert counsellor who will give you reliable and impartial advice. Pick up the phone and dial **0800 269616**.

Mental well-being in the Marisco workplace

Mental ill health and undue personal stress are associated with many of the leading causes of disease and disability in our society. Protecting the mental well-being of our workforce is an important priority we are committed to pursuing because it benefits all the stakeholders in our commercial operation.

We plan to promote mental well-being in our workplace by the following methods.

Directly speaking about and promoting the mental wellbeing of staff through:

- Providing information and raising awareness about mental well-being.
- Providing opportunities for employees to look after their mental well-being.
- Promoting policies and practices that promote wellbeing.

Developing relevant skills and behaviours in our managers and supervisors by training them to:

- Identify employees with mental health issues.
- Effectively and sympathetically manage mental health and stress in the workplace.
- Promote the mental well-being of employees.

Providing the support framework needed to maintain workplace mental well-being by:

- Creating a workplace culture that recognises, supports and promotes mental wellbeing.
- Offer tangible and effective advice and support to employees who experience undue workplace stress however it arises.
- Provide tangible and effective advice and support for employees who are suffering from mental health issues caused by events in their personal life that will inevitably affect their workplace performance.

Helping people get back to work after a period of absence due to mental illness through:

- Recruitment practices.
- Making reasonable adjustments.
- Retaining staff who develop a mental health problem.

Objectives

We will address factors that may negatively affect mental well-being in our workplace, including aspects of work organisation and management, and environmental and social conditions that have the potential for psychological as well as physical harm. We aim to:

- Ensure employees recognise that we take the mental well-being of every one of our employees seriously. Within the bounds of what is reasonable and practicable for us to achieve as an employer, we will do our best to deliver non-judgemental and proactive support to staff who experience mental health issues.

- Offer employees flexible working arrangements that promote their mental well-being.
- Invest in our employees in terms of additional training and personal development so they can realise their full potential.
- Set employees realistic performance targets and workloads that do not require them to work unreasonable hours.
- Ensure all employees are provided with job descriptions that clearly define their duties and the limits of their personal authority and responsibilities.
- To create a workplace culture where everyone:
 - Conducts themselves with mutual respect and tolerance.
 - Embraces inclusivity and diversity.
 - Adopts a zero-tolerance to:
 - Any form of personal discrimination.
 - Workplace bullying in all its various forms.
 - Sexual harassment.
 - Physical or verbal abuse.
- Establish a reliable framework of communication that allows employees to effectively contribute to improving our recognition and support of mental health issues.
- Establish fair and consistently applied grievances and disciplinary procedures that will protect everyone from the behaviour of those who choose not to comply with the rules of our policies, no matter what position they may hold within the organisation.
- Create a review and monitoring system to evaluate our approach to supporting and managing workplace mental health well-being with the aim to improve our performance and adapt our policy to current thinking on what constitutes best good practice.