



# Mental Health Policy Statement

## Vision

BPH delivers its business by achieving the highest standards of health and safety and ensuring that mental health and wellbeing is not adversely compromised by our activities.

BPH understands there are many factors that influence the wellbeing of staff and by understanding and overcoming these issues, we will improve the range of benefits for both individuals and our business such as improvements in the general wellbeing of our people, reduce absenteeism, lower staff turnover, and increase quality of service. We believe that the mental health and wellbeing of our staff is key to organisational success and sustainability.

## Strategy

This policy provides our commitments, and describes how we establish, promote, and maintain the mental health and wellbeing of all staff through workplace practices.

## Our goals

- To build and maintain a workplace environment and culture that supports mental health, overall health, and wellbeing, and prevents discrimination (including bullying and harassment).
- To increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.
- To reduce stigma around depression and anxiety in the workplace.
- To facilitate employees active participation in a range of initiatives that support mental health and wellbeing.
- Provide the necessary training, information, and resources to deliver the above.
- Develop initiatives from our at-risk areas, identified in our business.
- To provide support for those affected from issues relating to deterioration in their wellbeing.
- To encourage the use of our Occupational Health provider in the event that a crisis occurs, and the contact details are available to all.

## In order to maintain this culture, we encourage our people to:

- Understand this policy and seek clarification if needed.
- Take reasonable care of their own mental health and wellbeing, including physical health.
- Take reasonable care that their actions do not affect the health and safety of other people in the workplace.
- Support fellow workers in their awareness of this policy.
- Support and contribute to our aim of providing a mentally healthy and supportive environment for all workers.
- Share issues with their line manager, in confidence, where issues may affect their wellbeing or ability to undertake duties, or which could put others at risk.
- Seek support when necessary

## Managers have a responsibility to:

- Ensure that all who are working on behalf of BPH are made aware of this policy
- Actively support and contribute to the implementation of this policy, including its goals
- Manage the implementation and review of this policy.

Signed:

A handwritten signature in cursive script, appearing to read 'P McCormack'.

P McCormack  
Managing Director

Dated 01 March 2022