



MENTAL HEALTH

&

WELLBEING POLICY

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MENTAL HEALTH AND WELL BEING POLICY			COMPILED BY: M Pearson Roofing Services		
DATE:	JUNE 2023	AUTHORISED BY:	Michael Pearson	REF NO.	SS/HS/00 JUN-23

1. Our Commitment

M Pearson Roofing Services are committed to a duty of care in looking after the health and safety, including the wellbeing of our employees and where practicable the sub-contractors engaged by our company.

2. Scope

Mental wellbeing is relevant for all employees and every member of staff can play a part in improving wellbeing in the workplace. By addressing mental health issues, we can improve the general wellbeing of our team of employees, reduce absenteeism and presenteeism, lower staff turnover, increase productivity, and help promote the employment of those who have experienced mental health problems at Target Zero. Similarly, we acknowledge that promoting physical activity and encouraging healthy eating, can help employees manage stress and weight loss, while also improving concentration and alertness. Staff who exercise regularly and eat a balanced diet also report less illness and are more likely to recover more quickly from any illness they do get.

3. Mental Wellbeing - Staff

We have at M Pearson Roofing Services, access to a Mental Health First Aider and Instructor to support staff with any mental health issues in the following ways, however not limited to:

- Providing employees information on mental health issues to help raise awareness
- Delivering non-judgemental support to any staff member experiencing a mental health issue
- Treating all matters relating to staff mental ill health in the strictest confidence, and only share information with prior consent from the individual concerned
- Encouraging staff to talk to a MHFA, counsellor or GP
- Considering free mental health first aid training
- Giving all staff access to this policy
- Deliver a thorough induction for all new starters, providing an outline of the organisation, the policies, and the role they are expected to play
- Offering employees flexible working hours
- Setting realistic targets and deadlines for staff to prevent long working hours
- Dealing with any conflict quickly and ensuring the workplace is free from bullying, harassment, racism, or discrimination
- Ensuring all staff have clear job descriptions, objectives, and responsibilities, as well as the training to do their job

- Ensuring that any team member has been on long term sickness absence, has a gradual return to work with support at each stage
- Ensure good communication between managers, staff and teams

4. Mental Wellbeing – Potential Staff

At M Pearson Roofing Services, we support job applicants with any mental health issues in the following ways:

- Showing a positive attitude to employees and job applicants with mental health issues
- Ensuring that all staff involved in the recruitment process are aware of mental health issues and the Disability Discrimination Act
- Do not assuming that those with a mental health issue will be more susceptible to workplace stress, or will necessarily take more time off than other applicants

5. Mental Wellbeing – Health & Safety

M Pearson Roofing Services recognise that workplace stress is a health and safety issue and as such:

- Offers support through qualified mental health first aider
- Identify workplace stress factors/scenarios and carry out risk assessments of the business
- Provide training in good management practices

6. Communication

This policy will be communicated to all employees at induction.

7. Monitoring

The H&S Consultant will be responsible for reviewing this policy, as well as monitoring its effectiveness annually and will refer to:

- Feedback from staff
- Staff sickness, presenteeism and staff turnover levels
- Exit interviews
- Staff complaints or referrals
- Feedback from the company’s mental health lead, or qualified mental health first aiders

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Signed 

Reviewed: Annually

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