

Mental Health & Wellbeing Policy & Procedures

1. Introduction

Mental ill health and stress are associated with many of the leading causes of disease and disability in our society. Promoting and protecting the mental wellbeing of the workforce is important for individuals' physical health, social wellbeing and productivity. Mental wellbeing in the workplace is relevant to all employees and everyone can contribute to improved mental wellbeing at work.

We acknowledge that under the Equality Act 2010, mental health may be classified as a disability.

2. Policy Statement:

TFL Scaffolding Ltd is committed to the protection and promotion of the mental health and wellbeing of all staff.

As part of our commitment, we will work together to:

- raise our awareness of mental health and wellbeing issues and their impact.
- improve our understanding of mental health and how we can help ourselves and each other to promote and maintain good mental health.
- ensure our leaders and managers have the training and support to enable them to identify when team members may need additional support, build resilience in their teams, and create an environment that promotes positive wellbeing.
- demonstrate how supporting wellbeing and good mental health will benefit all individuals and TFL Scaffolding as a business.
- identify and tackle stigma and discrimination, as part of our wider culture of embracing diversity and inclusion.
- create and foster a working culture that promotes good mental health and wellbeing in which everyone feels able to talk about and access the support they need, whether for specific mental health issues or more general wellbeing.
- proactively consider the impact of how we work and our working environment on our mental health and wellbeing.
- embed mental health and wellbeing considerations into our everyday ways of working and how we manage change.
- provide effective, timely and good quality support to colleagues who are experiencing mental health difficulties.

We shall continuously strive to improve the mental health environment and culture of the organisation by identifying, eliminating, or minimising all harmful processes, procedures and behaviours that may cause psychological harm or illness to its employees.

3. Developing Mental Health Awareness

By developing a culture of openness and understanding, TFL Scaffolding is looking to build an environment in which all employees are better able to identify, discuss and address mental health and wellbeing issues.

Everybody's mental health is important, and we want to create a culture where all our people feel able to raise any issue that is having a negative impact on their wellbeing.

This is irrespective of whether the issue is perceived as being small or large, temporary, or permanent, or whether the issue originates at or outside of work. If something is affecting a person's ability to thrive at work, they should feel able to raise it, be listened to and to know that it will be received kindly and taken seriously.

We all have mental health, just as we all have physical health. Raising awareness of maintaining mental health is therefore important to everyone.

TFL Scaffolding is committed to continued efforts to develop mental health awareness for all. This will be achieved via;

- embedding mental health in induction and training
- celebrating key dates in the mental health calendar (eg Time to Talk day and Mental Health Awareness)
- running internal communication campaigns (toolbox talks, poster campaigns, flyers etc)
- appointing Mental Health Champions.
- learn from and share with others – we will evolve our approach over time by looking across the UK Construction industry, Charities and our national and our wider stakeholders for inspiration and best-practice in promoting and supporting mental health and wellbeing.
- encouraging open conversations.
- encourage and support managers to have ongoing conversations about wellbeing and mental health with everyone they manage, not just those experiencing mental health difficulties. This could be as simple as 'checking in' about how colleagues are feeling during regular catch-up meetings.

We will provide employees with information on how to get help and support should they ever need it. This handout will be distributed at inductions for new staff and as part of our toolbox talks programme for existing staff.

Invest in training for colleagues at all levels, including providing access to a suite of wellbeing and mental health-related training for leaders and managers.

During 2024 we plan to carry out Mental Health Awareness training and also Mental Health First Aid training.

4. Open Conversations

We will encourage open conversations about mental health and the support available when employees are struggling, during the recruitment process and at regular intervals throughout employment, with appropriate workplace adjustments offered to employees.

5. Working Conditions

We will provide our employees with good working conditions and ensure they have a healthy work/life balance and opportunities for development. We will consult with our employees on how best we can achieve this.

6. People Management

We will promote effective people management to ensure all employees have a regular conversation about their health and wellbeing with their line manager, supervisor or organisational leader and train and support line managers in effective management practices.

7. Monitor and Review

We will routinely monitor employee mental health and wellbeing by talking to employees, collecting appropriate data where we can, carrying out mental health audits and trying to eliminate workplace triggers for poor mental health.

Currently all help, advice and assistance are offered in-house. We plan to introduce an Employee Assistance Programme within the company shortly.

Signed: 

Name: Robert Turner

Position: Director

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