**Introduction**

The purpose of this policy statement is for The Health & Safety Service Limited to establish, promote and maintain the mental health and wellbeing of all staff through workplace practices, and encourage staff to take responsibility for their own mental health and wellbeing.

The Health & Safey Service Limited believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

**Aims of Policy**

* To build and maintain a workplace environment and culture that supports mental 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 employee’s active participation in a range of initiatives that support mental health and wellbeing.

**Responsibilities**

*All employees are encouraged to:*

* Understand this policy and seek clarification from management where required.
* Consider this policy while completing work-related duties and at any time while representing The Health & Safety Service Limited.
* Support fellow workers in their awareness of this policy.
* Support and contribute to The Health & Safety Service Limited’s aim of providing a mentally healthy and supportive environment for all workers.
* 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 tother people in the workplace.

*Managers have a responsibility to:*

* Ensure that all employees are made aware of this policy.
* Actively support and contribute to the implantation of this policy, including its goals.
* Manage the implementation and review of this policy.

We will ensure that this policy is communicated and available to all relevant stakeholders as appropriate.

This statement represents my commitment on behalf of the company.

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| **Name:** | Insert Name Here |
| **Position** | Managing Director |
| **Date:** |  |
| **Signature:** |  |
| **Review:** |  |