

Mental Health & Wellbeing Policy Statement

Morganstone is committed to the protection and promotion of the mental health and wellbeing of all staff. The organisation continuously strives 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.

The organisation strives, as far as is reasonably practicable, to promote positive mental health and wellbeing throughout the organisation. The aim is to provide a working environment that promotes and supports the mental health and wellbeing of all employees.

The policy will comply with Health and Safety legislation & the Mental Health Act 2007 and best practice guidelines.

We understand that mental health issues in the workplace are any conditions that affect an employee's state of mind. These conditions may include mild depression, stress and severe anxiety, which may result in burnout and nervous breakdowns. Substance abuse may also perpetuate mental health issues.

Factors that can cause mental health issues

We are aware that employees may experience mental health issues for various reasons that an employer cannot control, there may also be work related reasons for mental health problems including:

- Job Insecurity
- Excessive and consistent pressure
- Work-life imbalance
- Lack of appreciation
- Hostile workplace conditions
- Unsatisfactory job or workload
- Unpleasant relationships with colleagues or manager

In line with our Health and Wellbeing policy, we are committed to raising awareness and working towards combating the stigma associated with mental health.

To support this, we will:

- Schedule periodic workshops for Managers and employees explaining important elements of mental health.
- Organise an event to present updates to this policy whenever it's modified.
- Present this policy to new employees as part of the induction process.
- Establish a repository of article, videos and infographics about mental health. These resources will exist on the company BMS and major articles/ posters will be made available on the company notice boards displayed across sites and offices.
- We will ensure that we have access to a team of mental health first aiders to support managers and employees in the decision-making process when issues arise.
- Managers are obliged to listen to their employees and search for a mutually satisfactory solution.

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- Managers are supported to proactively and compassionately identify mental health issues among their team.
- We will encourage employees to seek support from a mental health professional.
- Morganstone will provide all employees with a specialist programme of support via the health assured Employee Assistance Programme. This programme provides confidential and compassionate support for all employees, promoting and supporting betterment in the wellbeing of the team.
- We will promote and publicise the Employee Assistance Programme and how to access it across all offices and sites.

This policy will be reviewed annually.



Ian Morgan
Managing Director
Morganstone Ltd
1st July 2024

Next Review Date: 1st July 2025