HEALTHY MINDS, HEALTHY BODS

MENTAL WELL-BEING POLICY

Healthy Minds, Healthy Bods aims to safeguard the health, safety and welfare of its employees. We recognise we have a duty of care to look after the mental health and well-being of our staff whilst they are at work and to ensure, as far as is reasonably practicable, that workplaces and working environments are safe and healthy.

The pressures and stresses of modern day living can be found in both the home and in the workplace. Personal life and work can place a variety of demands on us and HMHB endeavour to meet these demands using individual or organisational resources. When there is a good balance between demands and resources, the result is a pleasant energising feeling called "pressure". You could be very busy indeed and still only be experiencing pressure rather than suffering any adverse health effect to your mental well-being. The term stress is used to describe a mismatch between personal and external demands and the available personal and external resources. Stress is nearly always bad for health, and is never good for business. Anxiety and depression are other forms of mental ill health, which can have an adverse impact on individuals at home and in the workplace.

Healthy Minds, Healthy Bods promotes a comprehensive approach to tackling mental health issues arising from the workplace, or personal circumstances, by addressing the roles of prevention, management and help. This policy must be supported by a shared understanding between staff and team leaders/managers that mental health can be a legitimate health issue in the workplace. Employees experiencing difficulties that could lead to them suffering mental health illness will be encouraged to seek help and support. Employees have a duty to themselves and others to help minimise mental ill health in the workplace and should take an active part in mental well-being management initiatives.

Healthy Minds, Healthy Bods will:
- Provide a working environment where hazards to health are identified, assessed, and removed or reduced.
- Ensure any employee having symptoms of mental ill health are treated responsibly and in an understanding manner.
- Offer, if necessary, staff training on the nature, causes, recognition of mental ill health, and resources available to reduce or remove it.
- Provide training, if necessary, on how to manage and eliminate or minimise mental ill health in the work environment.
- Regularly review this policy , and to strive for continual improvement.

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Lawrence Curtis: Chief Executive
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