



Confined Space Group Ltd

2.15 CSG Ltd Mental Health & Wellbeing Policy

ISSUE	AMENDMENT	DATE	INITIALS
V1	First version of the business CSG MS	Sept 2024	TB & SDE

This policy will be reviewed 5 yearly or in the event of any change to business procedure or change to legislation.

Purpose

Confined Space Group Ltd (CSG) is committed to promoting and protecting the mental health and well-being of all employees/associates. This policy outlines the company's approach to mental health, ensuring compliance with relevant legislation and providing a supportive work environment.

Scope

This policy applies to all employees, contractors, and volunteers working at CSG. It covers mental health awareness, support, and procedures for addressing mental health issues in the workplace.

Legislative Framework

This policy is in accordance with the following legislation:

- Health and Safety at Work Act 1974: Employers have a duty to ensure the health, safety, and welfare of their employees.
- Equality Act 2010: Protects individuals from discrimination, including those with mental health conditions, and requires reasonable adjustments to be made.
- Employment Rights Act 1996: Provides employees with rights regarding unfair dismissal, which includes protections related to mental health issues.
- Management of Health and Safety at Work Regulations 1999: Requires employers to assess and manage risks to their employees' health, including mental health risks.

Policy Principles

1. Commitment to Mental Health: CSG is committed to promoting mental health awareness, preventing work-related stress, and supporting employees/associates with mental health conditions.
2. Non-Discrimination: CSG will not tolerate discrimination, bullying, or harassment of anyone representing CSG with mental health conditions. All persons will be treated with dignity and respect.
3. Confidentiality: Information regarding an employee's/associates mental health condition will be treated confidentially and shared only with necessary personnel, with the employee's consent.
4. Support and Resources: CSG will provide resources and support to employees/associates experiencing mental health issues. This includes access to Employee Assistance Programs (EAP), counselling services, and mental health training.
5. Reasonable Adjustments: CSG will make reasonable adjustments to work conditions and environments to support employees/associates with mental health conditions, as required by the Equality Act 2010.



Confined Space Group Ltd

Procedures

1. Raising Awareness:

- Regular training on mental health awareness.
- Promotion of mental health resources and support services.

2. Identifying and Assessing Risks:

- Regular risk assessments to identify potential work-related stressors and mental health risks.
- Implementation of measures to mitigate identified risks.

3. Supporting Employees:

- Encourage open dialogue about mental health without stigma.
- Provide access to confidential counselling and mental health support services.
- Offer flexible working arrangements where possible to support employees'/associates mental health needs.

4. Managing Mental Health Issues:

- Clear procedures for employees/associates to report mental health concerns.
- Training for managers to recognize and appropriately respond to mental health issues.
- Early intervention and support for employees/associates experiencing mental health problems.

5. Monitoring and Review:

- Regular review of the mental health policy and procedures to ensure effectiveness.
- Employee feedback to inform improvements in mental health support.

Responsibilities

Senior Management: Ensure compliance with legislation, allocate resources for mental health initiatives, and promote a positive mental health culture.

Line Managers: Support employees, identify early signs of mental health issues, and implement reasonable adjustments.

Employees/Associates: Take responsibility for their own mental health, seek support when needed, and support colleagues.

CSG is dedicated to fostering a work environment that supports mental health and well-being. By adhering to this policy, we aim to create a supportive, inclusive, and productive workplace for all employees.

Authorisation

Policy Adopted and Agreed for Confined Space Group Ltd:

Signed: *Tony Bowman*

Tony Bowman.
Managing Director.

September 2024

Reviewed – 28 / 09 / 2025 (unchanged)

Tony Bowman