

Confined Space Group Ltd

Mental Health & Wellbeing Policy



1. Purpose

Confined Space Group Ltd (CSG) is committed to promoting, protecting, and supporting the mental health and wellbeing of all employees, contractors, and associates. This policy outlines our approach to:

- Preventing work-related stress
- Supporting individuals experiencing mental health difficulties
- Creating a positive, inclusive, and psychologically safe workplace
- Meeting our legal and moral obligations

2. Scope

This policy applies to:

- All employees
- Contractors and agency workers
- Volunteers and associates representing CSG

It covers mental health awareness, early identification, support pathways, and management responsibilities.

3. Legislative Framework

This policy complies with:

- Health and Safety at Work etc. Act 1974 – duty to protect health, including mental health
- Management of Health & Safety at Work Regulations 1999 – requirement to assess and control psychosocial risks
- Equality Act 2010 – protection from discrimination and requirement for reasonable adjustments
- Employment Rights Act 1996 – fair treatment and protection from unfair dismissal
- Data Protection Act 2018 / UK GDPR – confidentiality of health information
- HSE Management Standards for Work-Related Stress (2026)

4. Policy Principles

4.1 Commitment to Mental Health

CSG is committed to:

- Promoting mental health awareness
- Reducing stigma and encouraging open conversation
- Preventing work-related stress through proactive management
- Supporting individuals with mental health conditions

4.2 Non-Discrimination

CSG will not tolerate:

- Discrimination
- Bullying
- Harassment
- Victimisation

All individuals will be treated with dignity and respect, in line with the Equality Act 2010.

4.3 Confidentiality

Information relating to an individual's mental health will be:

- Treated as confidential
- Shared only with consent
- Accessed only by those with a legitimate need to know
- Stored securely in accordance with UK GDPR

4.4 Support and Resources

CSG will provide:

- Access to mental health support services
- Signposting to NHS, charity, and crisis resources
- Mental health awareness training
- Trained Mental Health First Aiders (where applicable)
- Employee Assistance Programme (EAP) access (if applicable)

4.5 Reasonable Adjustments

CSG will make reasonable adjustments to:

- Working hours
- Workload
- Duties
- Environment
- Equipment
- Support arrangements

This is a legal requirement under the Equality Act 2010.

5. Procedures

5.1 Raising Awareness

CSG will:

- Provide regular mental health awareness training
- Promote wellbeing resources
- Encourage a culture of openness and support

5.2 Identifying and Assessing Risks

CSG will:

- Conduct regular stress and wellbeing risk assessments
- Use HSE Management Standards to identify psychosocial risks
- Implement measures to reduce or eliminate identified risks
- Consider environmental factors (ISO 14001:2026) that may affect wellbeing

5.3 Supporting Employees

CSG will:

- Encourage early reporting of mental health concerns
- Provide access to confidential support services
- Offer flexible working arrangements where possible
- Support phased returns to work following absence
- Ensure no employee is disadvantaged for seeking help

5.4 Managing Mental Health Issues

Managers will:

- Receive training to recognise early signs of mental health issues
- Respond sensitively and appropriately
- Hold confidential wellbeing conversations
- Implement reasonable adjustments promptly
- Seek HR or senior management support where required

5.5 Monitoring and Review

CSG will:

- Review this policy annually
- Monitor wellbeing trends and feedback
- Evaluate the effectiveness of support measures
- Update procedures following incidents, feedback, or legislative changes

6. Responsibilities

Senior Management

- Ensure compliance with legislation
- Allocate resources for wellbeing initiatives
- Promote a positive mental health culture
- Lead by example

Line Managers

- Support employees and identify early signs of stress
- Implement reasonable adjustments
- Maintain confidentiality
- Encourage open communication

Employees / Associates

- Take reasonable care of their own wellbeing
- Seek support when needed
- Treat colleagues with respect
- Report concerns early

7. Commitment

CSG is dedicated to fostering a workplace where mental health is valued, protected, and supported. By following this policy, we aim to create a safe, inclusive, and productive environment for all.

Authorisation

Policy adopted and agreed for Confined Space Group Ltd:

Tony Bowman

Managing Director

Date: 10th June 2026

Signed: *Tony Bowman*