

Mental Health and Wellbeing Policy

Purpose

This policy sets out how OAT Commercial recognise that good mental health is as important as physical health. We are committed to creating a workplace where employees, contractors and associates feel supported, respected and able to discuss mental health without fear of stigma or discrimination. It demonstrates our commitment to implementing the Thriving at Work Mental Health Core Standards, promoting a positive working environment and supporting the wellbeing of everyone working with the business.

- Promote positive mental health and wellbeing.
- Provide support to individuals experiencing mental health difficulties.
- Reduce stigma associated with mental health.
- Encourage open communication.
- Meet the recommendations of the Thriving at Work review.
- Ensure managers understand their responsibilities for supporting mental wellbeing.

Scope

This policy applies to all employees, directors, temporary workers, consultants and contractors working on behalf of OAT Commercial.

Our Commitment

OAT Commercial will implement the Mental Health Core Standards by:

1. Developing and reviewing this Mental Health at Work Plan annually.
2. Raising awareness through communication, education and reducing stigma.
3. Encouraging open conversations about stress, anxiety, depression, burnout and wellbeing.
4. Providing good working conditions through realistic workloads, work-life balance, flexible working where practical and encouraging annual leave.
5. Promoting effective people management through regular one-to-ones, wellbeing checks and early intervention.
6. Providing appropriate support, including reasonable adjustments, flexible working, time off for appointments and signposting to external support.

Responsibilities

Directors/Managers will promote a positive culture, provide resources and review this policy annually.

Will support employees, monitor wellbeing, encourage open discussions and reduce workplace stress where reasonably practicable.

Employees are encouraged to take responsibility for their own wellbeing, raise concerns early, support colleagues and treat everyone with dignity and respect.

Confidentiality

Information relating to an individual's mental health will be treated confidentially and handled in accordance with UK GDPR and applicable data protection legislation.

Review

This policy will be reviewed annually, following significant organisational change or changes in legislation or guidance.