



Improving mental
health for all

Thriving at Work Bristol - Policy template

1. Introduction:

The purpose of this policy is for **[insert organisation name]** to establish, promote and maintain the mental health and wellbeing of all staff through workplace practices, and encourage staff to take responsibility for their own mental health and wellbeing.

[Insert organisation name] believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

2. Who the policy applies to: Insert who...

3. Subject headings and content for:

1. Wellbeing
2. Mental health
3. Physical health
4. Social wellbeing
5. Financial wellbeing

4. Responsibilities

1. Employees
2. Line managers
3. Senior managers / board / other?

5. Resources / support services offered.

1. Internal support
2. External support

6. Guidance on how to use the policy.

1. Review and updates
2. Policy information & ownership

7. Associated documents - List other company policies/documents that this will reference with

8. The legal /statutory content which needs to be considered when writing the

policies or Action plan: All employers have a duty to take reasonable care for the health and safety of their staff. This means that they have a responsibility to prevent or limit issues surrounding mental health in the workplace from occurring. Under the Equality Act 2010, the law prohibits employers from discriminating against employees on the ground of protected characteristic. Some mental illness will constitute as a disability, where there is a substantial and long-term effect on their ability to do normal day to day activities. This will often mean making reasonable adjustments to try to support those with mental ill-health. An employer cannot treat employees less favourably because of their poor mental health. There is a legal duty to make reasonable adjustments to avoid disadvantages faced by disabled employees. The employer should take a positive approach and look to remove or reduce the obstacles the employee is facing at work because of a mental illness.