

### **Why we signed the pledge**

Signing the pledge is about making a public statement about our commitment, keeping it high on our agenda and ensuring that our staff and key stakeholders are aware of how important this is to us as a company.

### **How to promote mental health awareness**

We will continue to develop an inclusive environment where staff feel supported to raise any mental health issues without fear of discrimination or reprisal.

- We will support line managers to feel confident in approaching conversations about mental health with staff and provide them the knowledge to signpost effectively to appropriate support.
- We will embed opportunities for staff to discuss personal wellbeing within our induction, supervision and appraisal processes.
- We will arrange regular mental health awareness training for all staff.
- We will support the work of our Workplace Wellbeing Champions who organise regular activities tying in with national awareness days and campaigns, as well as signposting colleagues who may be looking for support.
- We also give all staff a paid wellbeing hour, enabling them to take time out each week to focus on an activity which supports them to feel happier and healthier at work.

### **How this helps the workplace**

We will make sure that wellbeing stays high on our agenda by ensuring it is embedded in every facet of company life, at all levels of the organisation.

- We will ensure that we regularly invite feedback from staff as to how we can support them to be their best selves at work.
- We will commit to providing an adequate level of resources to meet wellbeing needs.
- We will create a regular programme of in-house training and other support interventions to help people build awareness, understanding and skills to support and improve their own mental health and that of colleagues.