

Kate Ablett
Head of People
Mrs Buckét

Why we signed the pledge

We are committed to providing a workplace that is inclusive and gives our people the opportunity to grow. We value our team members and creating an environment where they can be their whole self without fear is key for us. Our company mission is to change the perception of the cleaning industry; without the dedication of our teams, we will not be able to achieve this. Therefore, committing to the Time to Change Wales Employer Pledge is another way of us living our values, and being 'People Focused.'

How did you find out about the pledge

I (Kate Ablett) have heard about the Time to Change Wales Employer Pledge through a previous employer and felt it to be a national extension for Mrs Buckét to be associated with the pledge. It fits with our goals, values, and vision, and represents our ethos where we want our colleagues to thrive and belong.

How to promote mental health awareness

We have many forms of communication across Mrs Buckét, and opportunities for us to promote mental health awareness. Our pledge commitment will be promoted internally via our Facebook community group, employee portal and shared through our social media platforms. We have also displayed the pledge board in our head office.

We will continue to upskill ourselves and our teams on wellbeing and mental health and promote and participate in campaigns raising awareness of mental health throughout the year as part of our wellbeing and inclusive employer strategy.

We will promote the role of an Employee Champion and aim to utilise the free employer training and support as a Pledged Organisation from Time to Change Wales.

It is important that our customers are aware of our pledge to Time to Change Wales, and we will engage with them at many opportunities such as through face-to-face and via our communication channels including our website and social platforms. We will also add the 'Time to Change Wales Pledged Employer' digital stamp to our website and email signature for everyone to see.

How this helps the workplace

It is important that Mrs Buckét commits to actions that can support us in developing and enabling a positive mental wellbeing environment.

We will review and update our policies to incorporate mental wellbeing, which will include the updating of our absence policy, and having clear guidelines on how to support and signpost for both physical and mental health related illnesses.

It is important that our management team feel confident in dealing with concerns surrounding mental health and equipping them with the right training and tools to enable them to support and advise where required. Our learning and development offering will include training and upskilling workshops which focus on mental health awareness, equality and diversity, and unconscious bias.

We will update all employee review documents to include a place where employees can self-reflect on their own mental health through their 1-2-1 meetings with their managers and encourage them to share stories to support and promote mental health awareness.

We will continue to promote the importance of wellbeing by sharing resources, signposting, and raising awareness internally via our employee communications, and encourage employees to become Time to Change Wales Champions.

I will be the lead for the implementation, evaluation and annual review of this plan supported by the senior management team and core head office team. Alongside our People team who will provide ongoing support to our management team and employees dealing with mental-ill health.

We will continue to monitor and review our team's wellbeing through our bi-annual employee engagement survey. The questions will be adjusted to ensure they explore our team's mental wellbeing. We also commit to conducting weekly pulse surveys as an opportunity to engage with various teams through our internal communications and HR system. The survey feedback will provide us with an opportunity to review feelings and feedback from colleagues so we can adjust our approach and continuously improve.

Our busy engagement calendar enables us to spend time with the team outside of the working environment. It's a great opportunity to relax, have fun and engage with the team. We also aim to participate in at least one annual mental health campaign, and our vision would be that by the next Time to Talk Day we will have created enough momentum and engagement within the company to participate.