**1. Purpose**

The purpose of this policy is to promote and support the mental health and wellbeing of all employees at NWF Facilities Ltd. The organisation is committed to creating a safe, inclusive, and mentally healthy workplace that supports individuals at all levels. This commitment extends to aligning our wellbeing goals with our environmental and climate change responsibilities, recognising the link between a healthy environment and employee wellbeing.

**2. Scope**

This policy applies to all employees, agency workers, contractors, and anyone working on behalf of NWF Facilities Ltd. It covers all aspects of workplace mental health, including stress management, emotional wellbeing, prevention of mental ill health, and supportive interventions.

**3. Policy Statement**

NWF Facilities Ltd recognises that mental health is just as important as physical health. We aim to:

* Foster a positive working culture where mental wellbeing is promoted
* Reduce stigma associated with mental health conditions
* Encourage early identification and support for mental health issues
* Provide access to resources and professional support
* Consider environmental and climate-related stressors that may impact mental health
* Align wellbeing practices with our ISO 45001 Health and Safety Management System

**4. Responsibilities**

**Directors and Senior Management:**

* Demonstrate leadership on mental health
* Ensure appropriate resources are available
* Promote integration of wellbeing into strategic and operational plans

**Managers and Supervisors:**

* Identify signs of stress or distress in team members
* Encourage open communication and provide appropriate support
* Signpost employees to mental health services where needed

**All Employees:**

* Take responsibility for their own wellbeing and seek support when needed
* Support colleagues and contribute to a respectful, non-judgemental culture
* Engage in wellbeing initiatives offered by the organisation

**HR/Wellbeing Lead or Relevant Manager:**

* Maintain confidentiality and safeguard sensitive information
* Develop and monitor support strategies and services
* Coordinate training and employee assistance services

**5. Mental Health in the Workplace**

We are committed to:

* Providing a mentally healthy and safe workplace
* Conducting stress risk assessments and acting on the findings
* Offering flexible working arrangements where appropriate
* Encouraging work-life balance
* Recognising the psychological effects of extreme weather, climate anxiety, and environmentally linked stressors in our climate change and wellbeing planning

**6. Support Services**

Employees can access:

* Confidential support through an Employee Assistance Programme (EAP) or equivalent service
* Occupational health services when needed
* Mental health first aiders or wellbeing champions (where designated)
* Signposting to external mental health organisations (e.g. Mind, NHS, Samaritans)

**7. Training and Awareness**

NWF Facilities Ltd will:

* Provide mental health awareness training for managers and staff
* Include wellbeing awareness in the induction process
* Train selected staff as Mental Health First Aiders (where applicable)
* Promote national awareness campaigns such as Mental Health Awareness Week

**8. Climate Change and Mental Health**

Recognising the link between climate change and mental health, the company will:

* Integrate climate-resilient planning into wellbeing assessments
* Promote sustainable practices that support long-term physical and mental health
* Create green and healthy working environments that contribute positively to employee wellbeing
* Support employees experiencing anxiety related to environmental uncertainty (eco-anxiety)

**9. Monitoring and Review**

* The effectiveness of this policy will be monitored through feedback, surveys, absence data, and incident reports
* It will be reviewed annually or following major changes in legislation, company structure, or mental health guidance
* Updates will be communicated to all staff

**Signed:**  
[Director’s Name]  
Managing Director  
NWF Facilities Ltd  
**Date:** 01.02.2025