Supporting Mental Health and Wellbeing Policy

Specific Legislation/Approved Codes of Practice

- Health and Safety at Work Act 1974
- Management of Health and Safety at Work Regulations 1999
- Equalities Act 2010

Introduction

1.1 Birmingham City Council is committed to protecting the health, safety and welfare of all of its employees. The council recognises that supporting the mental health and wellbeing of employees forms part of its responsibilities as described in the Health and Safety at Work Act 1974.

1.2 This policy is intended to make a positive contribution to the wellbeing of all councilemployees. Birmingham City Council's contribution includes supporting employees whose source of distress does not originate at work as a matter of good management practise.

1.3 This policy is applicable to all council employees.

1.4 Each Strategic Director, Corporate Director and Chief Officer is directly responsible for the health, safety and welfare arrangements within their own Directorate/Department and will be accountable to the Chief Executive for the satisfactory performance of this duty.

Definition of Mental Health

WHAT IS MENTAL WELLBEING?

"Mental health is not just the absence of mental disorder. It is defined as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of daily life, can work productively and fruitfully, and is able to make a contribution to her or his community."
(World Health Organisation)

2. Policy

This policy combines the 'Managing Mental Health' guidance and the 'Stress Policy' implemented by Birmingham City Council in 2004. The intention of this policy is to promote a holistic approach to mental health and wellbeing. Mental

Health is on a continuum and all actions positive and negative can have an influence on not only individual and team wellbeing but on clients and wider organisational wellbeing.

3. Responsibilities

All City Council employees have a responsibility for the health, safety and welfare of themselves and others whilst at work.

Senior Officers:

All senior officers have a duty to contribute to organisational health and wellbeing by:

a. Ensuring that procedures and policies are adhered to
b. Modelling behaviours that support mental health and wellbeing
c. Demonstrating an awareness of the issues/challenges that are faced by employees and a commitment to seeking strategies that will help to reduce these concerns.

Managers:

Managers are expected to adopt a proactive approach towards supporting mental health within the workplace. They should take reasonable steps to ensure that all employees feel safe, informed, effective and valued in their work. They should adopt behaviours that support mental wellbeing and reflect the values of the city council. These include:

a. Awareness and adherence to policy and procedure
b. Creation of an environment of trust, including attention to confidentiality, and maintenance of boundaries
c. Diligence to all things that may compromise mental health and prompt action to avert or ameliorate these challenges
d. Assess and implement control measures where required to mitigate workplace stress
e. Recognise the challenges to their own mental health and take action to support their own wellbeing

Employees:

All employees including managers have a duty to be mindful and respectful of their own and their colleagues, health, safety and wellbeing and demonstrate behaviours that will support this and reflect the values of the city council. These include:

a. Willingness to develop good, respectful relationships with managers and colleagues

b. Demonstrate a commitment to work collaboratively in order to find solutions to any particular issues that may compromise mental health.
c. Compliance with policy and procedures
d. Take appropriate responsibility and actions for supporting their own mental health
e. Notify their line manager of any significant impacts of work on health, including workplace stressors

4. Roles

Occupational Health

Provide advice to management and employees on the impact of health on work - and work on health, to help employees stay healthy at work

Human Resources

Advise on all matters of employment, policy and procedure.

Safety Advisors

Will advise on all matters pertaining to the management of risk and the risk assessment process.

Mental Health and Wellbeing Support services

'Help' Employee assistance programme. Offers 24/7 advice and support to Managers and Employees.

Birmingham and Solihull Healthy Minds is the NHS provider of Mental Health Support for Stress/Anxiety and Depression