



Mental Health, Wellbeing and Occupational Health Policy

Introduced: January 2025

Next review date: August 2026

Purpose

We Are Ease Limited is committed to promoting and supporting the mental health and wellbeing of all employees. We recognise that a positive working environment contributes to overall productivity and job satisfaction. This policy outlines our approach to managing mental health, workplace wellbeing, and access to occupational health support, tailored to the needs of the construction management industry

Scope

This policy applies to all employees, including managers and senior leadership, and aims to foster an open and supportive culture regarding mental health and wellbeing. It also takes into account the unique pressures of the construction management sector, including project deadlines, site work, and travel-related stress.

Responsibilities

- **Employer Responsibilities:**
 - Ensure that all employees are made aware of this policy
 - Provide a safe and healthy workplace that supports mental wellbeing.
 - Encourage open conversations about mental health.
 - Offer support and reasonable adjustments to employees experiencing mental health difficulties.
 - Provide access to occupational health services as needed, with employee consent.
 - Ensure compliance with HSE's Management Standards for Work-Related Stress, focusing on workload, control, support, role clarity, relationships, and change management.
 - Promote best practices from CIOB for mental health in construction.
- **Employee Responsibilities:**
 - Take care of their own mental wellbeing and seek support when needed.
 - Raise concerns about workplace stress or mental health issues with their manager or HR.
 - Support our aim of fostering a positive and inclusive culture by ensuring good mental health and well-being through their activities and consideration of colleagues.
 - Use appropriate site welfare facilities and take breaks to reduce stress and fatigue.

Mental Health Support & Workplace Wellbeing

- We will ensure employees have access to support services, including occupational health professionals, where required.
- We encourage employees to utilise flexible working arrangements to support their mental health needs where operationally feasible.
- Regular mental health awareness training will be provided, aligned with CIOBs mental health guidance.
- We will conduct HSE-recommended workplace stress risk assessments to identify and mitigate work-related stressors, especially those linked to demanding project deadlines and travel to sites.



We Are Ease Ltd, The Pavilion, Moorhaven, Bittaford, Ivybridge, Devon, PL21 0TZ

Company Reg No.: 10436920. VAT No.: 257842767. Reg. Address: c/o Mark Holt & Co, 7 Sandy Court, Ashleigh Way, Langage Business Park, Plymouth, PL7 5JX

Occupational Health & Reasonable Adjustments

- Employees with long-term mental or physical health conditions can request workplace adjustments, including:
 - Changes to working patterns.
 - Adjustments to workload or responsibilities.
 - Support from occupational health services.
- Managers will refer employees to occupational health where needed to assess their ability to work and recommend adjustments.
- Site workers and those required to travel frequently for work will have access to support to manage stress, fatigue, and work-life balance.


Confidentiality & Non-Discrimination

- All discussions regarding mental health concerns will be treated confidentially, in accordance with UK GDPR and Data Protection Act 2018.
- Employees will not be discriminated against due to mental health conditions, in line with the Equality Act 2010.

Review & Monitoring

- This policy will be reviewed annually or more frequently as required to ensure it remains effective and in line with best practices.
- Feedback from employees will be used to improve mental health and wellbeing initiatives.
- The company will stay updated on guidance from HSE, and CIOB, regarding mental health and wellbeing in the construction industry.

For further support, employees can speak with their line manager, HR, or external support services such as Mind, Samaritans, CIOB mental health resources, or the NHS.

Signed  . Date: 29th August 2025

Dafydd Hollyman, We Are Ease Ltd. Managing Director

Document Control

Version	Issue Date	Revision Date	Changes Made	Approved by:
1.0	01/01/2025	N/A	Initial Issue	D Hollyman (MD)
		29/8/2025	Document reviewed and no changes made	D Hollyman (MD)



We Are Ease Ltd, The Pavilion, Moorhaven, Bittaford, Ivybridge, Devon, PL21 0TZ

Company Reg No.: 10436920. VAT No.: 257842767. Reg. Address: c/o Mark Holt & Co, 7 Sandy Court, Ashleigh Way, Langage Business Park, Plymouth, PL7 5JX