

Avondale Construction Limited is committed to creating a workplace culture that supports mental health and wellbeing, prevents discrimination, bullying, and harassment, and promotes dignity and respect. This policy aligns with ACAS guidance and the Equality Act 2010, ensuring reasonable adjustments and proactive support for employees experiencing mental health challenges.

Goals

1. Build and maintain a workplace environment that supports mental health and wellbeing and prevents discrimination.
2. Increase employee knowledge and awareness of mental health and wellbeing issues.
3. Reduce stigma around depression and anxiety in the workplace.
4. Facilitate active participation in initiatives that support mental health and wellbeing.

ACL will implement Good Practice Principles by

- Developing a clear mental health strategy by senior leaders.
- Provide training for managers and staff on mental health awareness and supportive conversations
- Implementing Wellness Action Plans (WAPs) and encourage early intervention.
- Offering access to Employee Assistance Programmes (EAPs) and external support.
- Complying with the Equality Act by making reasonable adjustments and apply good practice even where conditions do not meet the legal definition.
- Maintaining zero tolerance for bullying and harassment with clear reporting procedures.
- Regularly review policies and consult employees and trade unions.

Responsibilities

1. Senior Management will roll out: mental health initiatives and allocate resources.
2. HR will: Monitor compliance, provide training, and manage support services.
3. Managers will: Foster open communication, identify early signs of stress, and implement adjustments.
4. Employees will: Engage with wellbeing initiatives and seek support when needed.

ACL Implementation Steps involves:

1. Integrate mental health into organisational values and decision-making.
2. Provide regular training and awareness sessions.
3. Establish clear reporting and grievance procedures for bullying and harassment.
4. Promote Wellness Action Plans and encourage open dialogue.
5. Ensure access to mental health resources and EAPs.

Monitoring & Review

- Conduct annual policy reviews and update based on feedback and legislative changes.
- Monitor effectiveness through employee surveys, absence data, and wellbeing metrics.
- Engage with staff representatives and trade unions for continuous improvement.

Signature:



Managing Director

Nick Curran

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