



MENTAL HEALTH & WELLBEING POLICY

TSM Ltd believes that the mental health and wellbeing of our staff is key to organisational success and sustainability. Mental wellbeing in the workplace is relevant to everyone and we can all contribute to improved mental wellbeing at work. We aim to create a workplace environment that promotes the mental wellbeing of all workers, and to develop a supportive culture where people feel able to talk about their mental health.

Important aspects of mental wellbeing include providing information and raising awareness, management skills to deal with issues around mental health and stress effectively, providing a supportive work environment, offering assistance, advice and support to anyone experiencing poor mental wellbeing or returning to work after a period of absence due to poor mental wellbeing.

TSM Ltd wants to show our current and future employees that we care about their wellbeing and are aware of the Thriving at Work Mental Health Core Standards. We therefore aim to:

- Develop mental health awareness among employees.
- Encourage open conversations about mental health and the support available when anyone is struggling.
- Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development.
- Promote effective people management through line managers and supervisors.
- Routinely monitor employee mental health and wellbeing.

As part of achieving the above, some of the things we aim for are:

- Making work a good experience.
- Ensuring all line managers have information and training about managing mental health in the workplace.
- Providing non-judgemental support to staff who experience mental health problems, including stress, depression and anxiety.
- Setting employees realistic workloads and targets that do not require them to work unreasonable hours.
- Managing conflict effectively and ensuring the workplace is free from bullying and harassment, discrimination and racism.
- Establishing effective two-way communication to ensure worker involvement, particularly during change.
- When recruiting, not making assumptions that a person with a mental health illness will be more vulnerable to workplace stress or take more time off than any other employee or job applicant.

We encourage all our workers to:

- Understand and implement this policy and associated documents while completing work-related duties.
- Support fellow workers and not make people feel guilty or otherwise treat them unfairly or inconsistently.
- Seek assistance if they feel they have any mental health concerns and raise any concerns about other workers with the appropriate manager.
- Work sensible hours and maintain a healthy work/life balance by taking their lunch breaks and annual leave.
- Understand that what we eat and drink, not only has a physical impact on our body, but can also contribute to our mental health, resulting in improved levels of concentration, mental alertness and ability to cope with everyday stresses and strains.
- Understand that engaging in physical activity leads to improved concentration and mental alertness and improved cooperation and rapport with colleagues.

Toolbox talks and posters are used to help workers seek the right assistance if they feel they have any mental health concerns. We have trained Mental Health First Aider who you may raise concerns with if you wish (Mick Morley 07835702490).

External help can be sought through a number of organisations including:

Mind (www.mind.org.uk 0300 123 3393)

Lighthouse Club (0345 605 1956 or download their free [Construction Industry Helpline App](#))

Campaign Against Living Miserably (CALM) 0800 58 58 58 5pm–midnight every day)

Samaritan ([Samaritans](#) Call 116 123 free from any phone, or email jo@samaritans.org)

[Find a local NHS urgent mental health helpline](#)

Combat Stress (0800 1381619 24 Hour support)

This policy statement will be briefed to all employees at induction and following any changes and shall be formally reviewed on an annual basis at the Management Review meeting.

Signed: 

Position: Managing Director

Date: 01/07/2026

Review Date: 01/07/2027