

## Mental Health and Wellbeing Policy Statement

The purpose of this policy is for Kent Group to establish, promote and maintain the mental health and wellbeing of all staff through workplace practices, and encourage staff to take responsibility for their own mental health and wellbeing. Kent Group believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

### Goals

- To build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).
- To increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.
- To reduce stigma around depression and anxiety in the workplace.

### Responsibility

All employees are encouraged to:

- consider this policy while completing work-related duties and at any time while representing Kent Group
- support fellow workers in their awareness of this policy
- support and contribute to Kent Group's aim of providing a mentally healthy and supportive environment for all workers.
- take reasonable care of their own mental health and wellbeing, including physical health

Managers have a responsibility to:

- ensure all workers are made aware of this policy
- actively support and contribute to the implementation of this policy, including its goals

### Communication

Kent Group will ensure that:

- this policy is easily accessible by all members of the organisation
- employees are empowered to actively contribute and provide feedback to this policy
- employees are notified of all changes to this policy.

### Monitoring and review

Kent Group will review this policy twelve months after implementation and annually thereafter.

Effectiveness of the policy will be assessed through:

- feedback from workers, the Employee Engagement Committee and management
- review of the policy by management and committee to determine if objectives have been met and to identify barriers and enablers to ongoing policy implementation.

Kevin Kent  
Managing Director

Signed



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Kent House, Lower Oakham Way,  
Mansfield, Nottinghamshire, NG18 5BY

[www.kentgroup.com](http://www.kentgroup.com)



01623 421 202

[enquiries@kentphk.co.uk](mailto:enquiries@kentphk.co.uk)

