Mental Health Policy Statement

AT Jones Group 'ATJG' are committed to establishing a supportive and learned culture on mental health in the workplace. We understand that poor mental health can affect anyone at any given point to a varying degree of severity and it requires a considered and compassionate response. As such, ATJG will ensure robust mental health awareness throughout the business to create a healthy working environment for all employees and contractors with whom we have control.

An EAP programme is in place for access by all ATJG employees and this is powered by BSHF and accessible via our benefits platform Mintago. All employee's also have access to an online GP, ensuring access to support is quicker than what their normal GP route may involve.

ATJG will therefore be on the front foot to address factors that may negatively affect mental wellbeing. We will ensure our management are mental health trained and will respond rapidly to the needs of employees and subcontractors who need support. Mental Health shall never be compromised for other objectives.

A mental health procedure is available to all personnel in the event of any poor mental health case identified, designed to direct the sufferer to a Mental Health Champion so that the appropriate help can be arranged as soon as possible.

Mental wellbeing in the workplace is relevant to all staff and everyone can contribute to improved mental wellbeing at work. By building a culture of acceptance, we can support our staff appropriately should the need arise, reduce risk factors for mental ill health and improve general health.

We will review and audit this policy in line with any further developments made in this field. This will ensure accuracy, breadth of information and appropriate care.

Signed

Dale Harper-Jones
Managing Director
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