

Our Commitment to Wellbeing

We recognise that our people are our most important asset, and we are committed to providing the support and assistance necessary to enable you to undertake your job duties in an environment that is as engaging and healthy as possible. As part of this process:

- Your Line Manager will undertake regular meetings with you, to monitor workloads, your general wellbeing and your working environment, and encourage a proactive approach to prevent and minimise the risks associated with poor health and wellbeing in the workplace.
- Your Line Manager or the HR team, will determine if something in the workplace is a problem, by seeking your views where appropriate.
- You can easily and readily report your difficulties with our mental health / counselling team to ensure that confidential counselling service is available for either work or personal issues. You can request counselling confidentially via the People XD system.
- We will consider steps and measures to eliminate or to reduce work-related factors.

If you believe that your mental health or wellbeing is entirely work-related, you may if you prefer, to invoke the formal grievance procedure or you may make a complaint under our dignity at work policy.