

Wellbeing Policy Statement

2022-23

Introduction

Our wellbeing policy is inclusive of both mental and physical wellbeing. Ill health and stress are associated with many leading causes of disease and disability in our industry. Promoting and protecting the wellbeing of our employees is vitally important for the individual, the company and the construction industry.

Many factors in the workplace influence the wellbeing of individual employees, particular departments or the whole organisation. Understanding and addressing the factors which affect people's wellbeing at work have a wide range of benefits both for the individual and the business. Longworth will look to support employees where stressors outside of work have an impact on their wellbeing and will provide a stigma free, supportive environment.

The World Health Organisation defines work-related stress as 'the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope'.

Purpose

Addressing wellbeing can help strengthen the positive, reduce risk to health and improve health. It can also help encourage other to seek help where necessary and to participate in the Longworth open communication approach. We believe and nurture a culture of all employees being responsible for their own wellbeing and supporting others with their wellbeing, promoting conversation and developing a sense of being a part of Team Longworth.

Scope

The scope of this policy applies to all Longworth business activities and its employees. We will work with our supply chain to promote wellbeing and signpost individuals to professional help and guidance.

Responsibility

The board of directors take responsibility for ensuring the business operates in line with this policy and commits to taking appropriate action where necessary.

As part of our commitment we have a number of employees trained in mental health awareness and mental health first aid.

In order to achieve our commitments in the policy we will:

- Train all employees in physical and mental wellbeing.
- Make wellbeing part of the business strategy.
- Promote open discussion and provide opportunities for improving wellbeing.
- Making reasonable adjustments for those who require them.
- Freely provide wellbeing information and resources to employees.
- Consider wellbeing across existing activities.
- Consult with employees and representatives on wellbeing matters.
- Provide adequate resources within the business for business activities.

- Provide opportunities to employees to discuss their wellbeing.
- Manager training to support employees with their wellbeing.
- Carry out a business risk assessment on wellbeing and health.
- Regularly assess business activities with wellbeing of employees being a core value.

Longworth are open to suggestions from all employees and interested parties in relation to wellbeing and therefore strongly encourage feedback to aid continuous development. We will provide opportunities throughout the year to discuss wellbeing, formally and informally, with all of our employees.



Paul Smith
Managing Director

Date: 1st December 2022
Scheduled Review Date: 30th November 2023