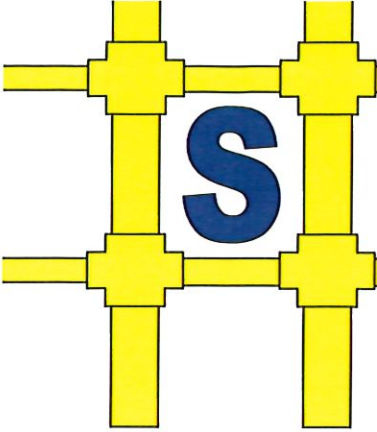




SPEEDIER SCAFFOLDING

MENTAL HEALTH and WELLBEING POLICY

1. Policy Statement

- 1.1 Speedier Scaffolding Limited believes that having a Mental Health and Wellbeing Policy benefits both employees and customers alike . Our mental Health and Wellbeing Policy describes how we will look after our employees and customers mental health and wellbeing. This policy aims to provide protection for employees wellbeing by encouraging clarity of procedures when a person discloses a mental health issue , and to give reassurance to employees in order to be confident in their response to difficult situations . This policy defines the roles and responsibilities of employees in such situations , and fellow employees and customers who are receiving support benefit from a consistent and informed response .
- 1.2 Employees can use this policy in order to find out how to support themselves , their colleagues and customers in relation to mental health . Employees have a duty of care towards their colleagues and customers , but also a duty of self-care to themselves to keep healthy and mentally well . Speedier Scaffolding Limited recognises that work pressures can result in poor mental health , and wishes to promote a supportive workplace culture .
- 1.3 A glossary of mental health terms can be found on page 3
- 1.4 Speedier Scaffolding Limited recognises that it is required to provide employees with a safe and healthy work environment under The Health and Safety at Work Act 1974 and The Equality Act 2010 .
- 1.5 This policy will be reviewed annually .

2.Response to the disclosure of mental health issues

- 2.1 Employees and customers who are experiencing issues with their mental health can find general information on sources of support in the Mental Health Directory of Services . If an employee is concerned about the mental health of a fellow employee they can raise their concerns with their line manager .

2.2 Employees who are worried about the mental health or wellbeing of a colleague can raise concerns with their line manager . Managers who are concerned about an employee can contact Citation .

2.3 Employees who are concerned about the mental health or wellbeing of a customer can direct the customer to the Directory of mental health services available in their area.

2.4 Resources and information available to support people who are experiencing issues with their mental health include the directory of services , helpline and peer support .

3.Response to working exposure to trauma

3.1 Speedier Scaffolding Limited acknowledges that they have a duty of care to carry out risk assessments in work areas to identify scenarios that could give rise to employees experiencing trauma . Environments within Speedier Scaffolding Limited where there are employees who are particularly at risk of trauma due to the nature of their work include vicarious trauma such as a traumatic event . If an employee is concerned about the effects of trauma on a colleague or customer they can make their line manager aware of their concerns .

3.2 Single incident traumas such as accidents and/or traffic incidents can be reported to their line manager and/or a director . Support after trauma is triggered by the event itself , request from an employee or a request from a manager . Support offered after a single incident trauma can be accessed by requesting support from managers or calling a helpline .

3.3 Regularly scheduled support offered after vicarious trauma can include training , staff supervision . Support available on request can include helplines , counselling . Speedier Scaffolding Limited targets those vulnerable to experiencing trauma by monitoring those in “at risk” roles and promoting training .

4.Change in work and life circumstances

4.1 A significant change in working circumstances such as redundancy , retirement or employment roles can create a need for support for employees . This can be discussed with their line manager .

4.2 Employees experiencing a change in their lives external to work such as becoming a parent , sickness or bereavement can access support through compassionate leave , maternity leave or return to work meetings .

5. Training

5.1 Speedier Scaffolding Limited recognises that training is important for the mental health and wellbeing of employees .

6. Promotion of Good Mental Health

6.1 Speedier Scaffolding Limited supports employees who wish to promote mental health and wellbeing as part of activities set up during campaigns such as Mental Health Awareness Week or Suicide Prevention Week.

7. Glossary

Mental Health : Mental health is defined as a state of wellbeing in which every individual realises his or her own potential , can cope with the normal stresses of life , can work productively and fruitfully and is able to make a contribution to his or her community.

Self-harm: Self-harm is when somebody intentionally damages or injures their body . It is usually a way of coping with or expressing overwhelming emotional distress .

Mental wellbeing : Mental wellbeing describes your mental state – how you are feeling and how well you can cope with day-to-day life .

Trauma : A specific event or events that triggers an intense emotional response of helplessness , terror or horror . An individual will usually exhibit symptoms such as flashbacks , persistent anxiety , sleep disturbance , distraction , nervousness and a desire to avoid stimuli associated with the event .

Cumulative trauma : Trauma created by the combined effects of stressors such as demeaning work conditions , worker/job mismatch , prejudice , unclear job expectations , impossible workloads , abusive treatment by peers or superiors and job insecurity .

Vicarious trauma : Stress and personal damage caused by helping or wanting to help a traumatised person .

Single incident trauma : trauma from a single catastrophic event such as violence in the workplace or fall from height.

Signed



Date: 9th May 2026

John Bate
Managing Director



SPEEDIER SCAFFOLDING

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

Speedier Scaffolding Ltd is committed to equal opportunities in its employment and development of staff, as well as in its services to clients. This statement aims to ensure that no applicant for employment or existing employee or client shall receive less favourable treatment than any other on the grounds of race, colour, nationality, ethnic origin, religion, age, marital status, sexual orientation, political belief, disability or irrelevant offending background. Furthermore no job applicant, employee or client will be disadvantaged by conditions or requirements which cannot be shown to be justified.

This statement will be communicated to all staff and will be referred to in all relevant documents such as advertisements and recruitment literature. We are committed to eliminating discrimination and encouraging diversity amongst our workforce.

To ensure the continued relevance and effectiveness of this statement both the content and implementation will be reviewed annually.

Overall responsibility for the policy lies with the directors and implementation will rest with any nominated officer, every staff member of Speedier Scaffolding Ltd has a responsibility for carrying out the policy within his or her area of work and influence.

John Bate
Managing Director
09th May 2026