



SILOTANK

## Mental health and Wellbeing Policy

Silotank

### About this policy

#### Purpose

The purpose of this policy is for **Silotank** 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.

**Silotank** believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

#### Goals

##### Silotank:

- 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.
- To facilitate employees active participation in a range of initiatives that support mental health and wellbeing.

#### Scope

This policy applies to all employees of **Silotank**

- All employees are encouraged to:
- understand this policy and seek clarification from management where required
- consider this policy while completing work-related duties and at any time while representing **Silotank**
- support fellow workers in their awareness of this policy
- support and contribute to **Silotank's** aim of providing a mentally healthy and supportive environment for all workers.

All employees have a responsibility to:

- take reasonable care of their own mental health and wellbeing, including physical health
- take reasonable care that their actions do not affect the health and safety of other people in the workplace.

Managers have a responsibility to:

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





# SILOTANK

## Communication

SILOTANK will ensure that:

- all employees receive a copy of this policy during the induction process
- this policy is easily accessible by all members of the organisation
- employees are informed when a particular activity aligns with this policy
- employees are empowered to actively contribute and provide feedback to this policy
- employees are notified of all changes to this policy.

## Monitoring and review

SILOTANK will review this policy **six** months after implementation and annually thereafter.

Effectiveness of the policy will be assessed through:

- feedback from workers, the Health and Wellbeing Committee (if applicable), 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.

Signed: \_\_\_\_\_

Date: 4<sup>th</sup> October 2022

