



POLICY

Mental health and wellbeing policy (CP.014)

VGC Value – “We look after each other” - People are central to our success

Vision

VGC delivers its business by promoting and achieving the highest standards of health and safety. We aim to ensure that positive mental health and wellbeing are enhanced and not adversely compromised by our activities.

VGC understands there are many factors that influence the wellbeing of staff. We aim to understand and support employees with these issues, by constantly identifying ways to improve the range of benefits for both employees and their immediate families. VGC aim to create a workplace where employees feel valued. We believe that the mental health and wellbeing of our staff is key to organisational success improved productivity and sustainability, such as seeking to reduce absenteeism through ill health, lower staff turnover.

Strategy

This policy provides our commitments, and describes how we establish, promote and maintain the mental health and wellbeing of all staff through workplace practices.

Our goals

- To build and maintain a workplace environment and culture that supports mental health, overall health, and wellbeing, and prevents discrimination (including bullying and harassment) by being a diverse and dynamic workplace.

- To increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.
- To reduce stigma around depression and anxiety in the workplace and allow employees to feel comfortable discussing issues.
- To facilitate employees active participation in a range of initiatives that support mental health and wellbeing.
- Provide the necessary training and resources to deliver the above.
- Develop a programme of initiatives from our at-risk areas, when they are identified within our business.
- To provide support for those affected from issues relating to a deterioration in their wellbeing.
- To encourage the use of our professional partnerships in the event that a crisis occurs and the contact details are available to all.

In order to maintain this culture we encourage our people to:

- Understand this policy and seek clarification if needed.
- 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.
- Support fellow workers in their awareness of this policy.
- Support and contribute to our aim of providing a mentally healthy and supportive environment for all workers.
- Share issues with their line manager, in confidence, where issues may affect their wellbeing or ability to undertake duties, or which could put others at risk.
- Seek support when necessary – we endorse the use of Samaritans Tel 116 123
- In the event of emergency, or someone identified in vulnerable condition you are encouraged to call 999

Managers have a responsibility to:

- Ensure that all who are working on behalf of VGC 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.

Signed

Dated: 20 March 2026



Ciara Pryce
Chief Executive Officer

This policy confirms the commitments of all members of the VGC Group.

Related Information

A card with a teal header containing a clipboard icon and a 'KNOWLEDGE' label. The main text reads 'Mental health...' and the date is '01 March 2025'. A vertical ellipsis is on the right.

KNOWLEDGE

Mental health...

01 March
2025

A card with a teal header containing a clipboard icon and a 'KNOWLEDGE' label. The main text reads 'Occupational health and...' and the date is '21 March 2025'. A vertical ellipsis is on the right.

KNOWLEDGE

Occupational health and...

21 March
2025