

SALISBURY CITY COUNCIL

Report

Subject : Staff Mental Health Policy
Committee : Personnel Committee
Date : 09 November 2020
Author : Annie Child, City Clerk

1. Report Summary:

1.1. This report introduces a draft Staff Mental Health Policy for Salisbury City Council (SCC).

2. Background:

2.1. Mental health problems are believed to be experienced by one in six adults, with mental health concerns being the second most prevalent reason for employee absence. This policy uses the term 'mental health problem' to include signs of stress and anxiety, and mental health conditions that have been diagnosed by a medical professional, such as depression or PTSD.

2.2. The Council understands the role it has in ensuring that health and safety legislation is adhered to. The Council undertakes to create a safe workplace where risks to mental health and wellbeing are limited as far as possible. Additionally, the Council understands the protection employees with a disability have against discrimination under the Equality Act 2010, including the obligation for employers to introduce reasonable adjustments for disabled employees.

3. The Policy:

3.1. This policy is not intended to be contractual but is intended to provide guidance on the Council's approach to Mental Health

3.2. the policy covers indicators of mental health, line manager responsibilities, employees responsibilities, action planning, workplace adjustments, managing a return to work and confidentiality.

4. Recommendation:

5. It is recommend that

5.1. The Committee approve the Staff Mental Health Policy

6. Wards Affected: All

7. **Background papers:** Policy (Doc 80135)

8. **Implications:**

8.1. **Financial:** Non in relation to his report

8.2. **Legal:** As shown in this report

8.3. **Personnel:** As shown in this report

8.4. **Environmental Impact:** Nil