

# Mental Health and Wellbeing Policy

The Chartered Institution of Civil Engineering Surveyors (CICES) was established by royal charter to advance the science and art of civil engineering surveying for the benefit of the public.

As a professional body, CICES is committed to the protection and promotion of the mental health and wellbeing of all staff and members. Mental health and wellbeing is just as important as physical health. Mental illness may be detrimental to a person, as it can impact quality of life, productivity and collaboration. The commitment and participation of staff and members is essential to creating a supportive, responsive and productive working environment that benefits everyone.

## CICES pledge

CICES will undertake activities and support staff and members in the following ways:

- Treat mental illness seriously.
- Identify issues proactively and resolve them.
- Support employees and members who face mental health problems.
- To build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).
- To reduce stigma around depression and anxiety in the workplace.
- Support and contribute to providing a mentally healthy and supportive environment for all.

## Staff and member pledge

CICES staff and members 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.
- Support and contribute to providing a mentally healthy and supportive environment for all.

## Support

Mental health issues in the workplace are any conditions that affect employees' state of mind. These conditions may include mild depression, stress and severe anxiety which may result in burnout and nervous breakdowns. Substance abuse may also perpetuate mental health issues. Mental health problems manifest in different ways. Some staff and members may suffer with no physical side effects, while others may experience physical symptoms such as increased blood pressure, lethargy or changes in eating habits.

Staff and members may experience mental health issues for various reasons that CICES cannot control such as hereditary issues, family conflicts, general health or financial worries. To every extent possible, CICES aims to recognise and address cases of workplace pressures that contribute to mental health issues.

- Issues related to work, remuneration, job insecurity and work-life balance can heavily burden staff and members. In these cases, we encourage staff and members to speak to a mental health first aider in confidence about how to handle their individual situations better.
- It may be easier and more comfortable to reach out to a colleague instead of a mental health first aider. CICES encourages staff and members to support one another when needed.
- Wellbeing Wednesday: Staff are encouraged to take an extra hour off for lunch to support their mental health and wellbeing.



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### **Crisis support and helplines**

If you, or someone you know is in a mental health crisis and needs medical help fast:

- Ring 999 to contact emergency services.
- Go to your nearest accident and emergency (A&E) department.

If it is not a medical emergency, but you still need urgent help:

- Ring 111 for professional health advice 24/7 and 365 days a year and guidance on where to access appropriate health services.
- Make an appointment with your GP.

### **Resources**

For further advice and information, the below organisations may be of use.

#### **Abuse (domestic, violence, child, sexual)**

- NSPCC [www.nspcc.org.uk](http://www.nspcc.org.uk)
- Rape Crisis [www.rapecrisis.org.uk](http://www.rapecrisis.org.uk)
- Refuge 0808 2000 247 [www.refuge.org.uk](http://www.refuge.org.uk)
- Survivors UK [www.survivors.org](http://www.survivors.org)
- Women's Aid [www.womensaid.org.uk](http://www.womensaid.org.uk)

#### **Addiction and substance misuse**

- Alcoholics Anonymous [www.alcoholics-anonymous.org.uk](http://www.alcoholics-anonymous.org.uk)
- Gamblers Anonymous [www.gamblersanonymous.org.uk](http://www.gamblersanonymous.org.uk)
- Narcotics Anonymous UK [www.ukna.org](http://www.ukna.org)
- Talk to Frank [www.talktofrank.com](http://www.talktofrank.com)

#### **Anxiety and depression**

- Anxiety UK [www.anxietyuk.org.uk](http://www.anxietyuk.org.uk)
- Depression UK [www.depressionuk.org](http://www.depressionuk.org)
- No Panic [www.nopanic.org.uk](http://www.nopanic.org.uk)

#### **Bereavement**

- Bereavement Advice Centre [www.bereavementadvice.org](http://www.bereavementadvice.org)
- Lullaby Trust [www.lullabytrust.org.uk](http://www.lullabytrust.org.uk)

#### **Construction industry specific**

- Construction Industry Helpline [www.constructionindustryhelpline.com](http://www.constructionindustryhelpline.com)
- Lighthouse Club [www.lighthouseclub.org](http://www.lighthouseclub.org)

#### **Debt**

- Money Helper [www.moneyhelper.org.uk](http://www.moneyhelper.org.uk)
- National Debtline [www.nationaldebtline.org](http://www.nationaldebtline.org)

#### **Eating disorders**

- Beat [www.b-eat.co.uk](http://www.b-eat.co.uk)

#### **Mental Health First Aiders**

Katie Holt 07715 659709/0161 972 3107 [kholt@cices.org](mailto:kholt@cices.org)

Darrell Smart 07725 510944/0161 972 3117 [dsmart@cices.org](mailto:dsmart@cices.org)

#### **General advice, information and support**

- Citizen's Advice 03444 111 444 [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)
- Hub of Hope [www.hubofhope.co.uk](http://www.hubofhope.co.uk)
- NHS Choices [www.nhs.uk](http://www.nhs.uk)
- Samaritans 116 123 [www.samaritans.org](http://www.samaritans.org)

#### **Lesbian, gay, bisexual and transgender (LGBT)+**

- LGBT Switchboard [www.switchboard.lgbt](http://www.switchboard.lgbt)
- Stonewall [www.stonewall.org.uk](http://www.stonewall.org.uk)

#### **Mental health**

- Every Mind Matters [www.nhs.uk/every-mind-matters](http://www.nhs.uk/every-mind-matters)
- Mind 0300 123 3393 [www.mind.org.uk](http://www.mind.org.uk)
- Rethink Mental Illness [www.rethink.org](http://www.rethink.org)
- SaneLine 0300 304 7000 [www.sane.org.uk](http://www.sane.org.uk)
- Strongmen [www.strongmen.org.uk](http://www.strongmen.org.uk)
- The Calm Zone [www.thecalmzone.net](http://www.thecalmzone.net)

#### **Self-harm**

- Harmless [www.harmless.org.uk](http://www.harmless.org.uk)
- Selfharm UK [www.selfharm.co.uk](http://www.selfharm.co.uk)

#### **Suicide prevention**

- Grassroots [www.prevent-suicide.org.uk](http://www.prevent-suicide.org.uk)
- Papyrus [www.papyrus-uk.org](http://www.papyrus-uk.org)

#### **Wellbeing**

- Food for the Brain [www.foodforthebrain.org](http://www.foodforthebrain.org)
- Head Space [www.headspace.com](http://www.headspace.com)
- Moodscope [www.moodscope.com](http://www.moodscope.com)
- Sleepio [www.sleepio.com](http://www.sleepio.com)
- WorkGuru [www.workguru.org](http://www.workguru.org)