

# 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 wellbeing of all staff. Wellbeing is just as important as physical health. Poor wellbeing 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:

- Take wellbeing seriously.
- Identify issues proactively with the aim of helping staff overcome them.
- Support staff who have poor wellbeing.
- 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 supportive environment.

## Staff and member pledge

CICES staff and members have a responsibility to:

- Take reasonable care of their own 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 healthy and supportive environment for all.

## Support

Wellbeing concerns in the workplace are any issues that affect staff's health, happiness or quality of life. This may include, but is not limited to, having poor mental health and/or physical health.

Staff may experience wellbeing concerns for various reasons that CICES cannot control. To every extent possible, CICES aims to recognise and address cases of workplace pressures that contribute to wellbeing issues.

- Issues related to work, remuneration, job insecurity and work-life balance can heavily impact staff. In these cases, staff are encouraged to speak to a mental health first aider or their line manager 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.

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

#### Addiction and substance misuse

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

#### Anxiety and depression

- Anxiety UK [anxietyuk.org.uk](https://anxietyuk.org.uk)
- Depression UK [depressionuk.org](https://depressionuk.org)
- No Panic [nopanik.org.uk](https://nopanik.org.uk)

#### Bereavement

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

#### Construction industry specific

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

#### Debt

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

#### Eating disorders

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

#### Mental health first aiders

Tehya Bruce +44 (0)7842 232353 [tbruce@cices.org](mailto:tbruce@cices.org)

Joanne Gray +44 (0)7867 451880 [jgray@cices.org](mailto:jgray@cices.org)

Alessandra Grifi +44 (0)7513 700992 [alessandra.grifi@cices.org](mailto:alessandra.grifi@cices.org)

Guy Helliker +44 (0)7720 168267 [guy.helliker@cices.org](mailto:guy.helliker@cices.org)

Darrell Smart +44 (0)7725 510944 [dsmart@cices.org](mailto:dsmart@cices.org)

#### General advice, information and support

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

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

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

#### Mental health

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

#### Self-harm

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

#### Suicide prevention

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

#### Wellbeing

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