

Surrey Heath Borough Council
Employment Committee
12th October 2023

Mental Health Policy

Strategic Director/Head of Service	Sally Kipping
Report Author: Ludlow, Snr HR Advisor	Julie Simmonds – HR Manager, Bobbie
Key Decision:	no
Wards Affected:	n/a

Summary and purpose

This report provides the Employment Committee with details of a new Mental Health Policy to give guidance to staff on support available, guidance and where to go for advice.

Recommendation

The Employment Committee is advised to RESOLVE that the Mental Health Policy, which is attached at Annex A to this report, be adopted.

1. Background and Supporting Information

- 1.1 This policy will be reviewed and monitored within SHBC so all staff are aware of assistance available both within the organisation and outside bodies.
- 1.2 The proposed policy was considered by the Joint Staff Consultative Group at its meeting on 14 September 2023. There were no recommended changes to the proposed policy.

2. Reasons for Recommendation

- 2.1 To ensure that all SHBC staff are aware of this policy and its contents so staff can be guided on resources available to them or if they are supporting a colleague through internal and external resources. This is particularly important with such an increase of Mental Health in so many different forms, we are able to support staff through different methods so they can hopefully find the guidance they need.

3. Proposal and Alternative Options

3.1 Adoption of this Mental Health Policy.

4. Contribution to the Council's Five Year Strategy

No Matters arising.

5. Resource Implications

5.1 No increase of resources required.

6. Section 151 Officer Comments:

6.1 This Mental Health Policy was taken to CMT for review and comment on 29th August 2023

7. Legal and Governance Issues

None identified.

8. Monitoring Officer Comments:

8.1 This Mental Health Policy was taken to CMT for review and comment on 29th August 2023

9. Other Considerations and Impacts

Environment and Climate Change

9.1 Supports the Council's pledge.

Equalities and Human Rights

9.2 Equalities Impact Assessment will be completed.

Risk Management

9.3 n/a

Community Engagement

9.4 Not applicable.

Annexes

Annex A – Proposed Mental Health Policy