

Well-being Policy

About Bisley

The Bisley Group conducts its business from its manufacturing site in Newport, South Wales and has showrooms located in Dallington Street, London and the Calico building, Manchester. Bisley is a manufacturer of a wide range of steel and wood furniture, with ranges designed for both the UK and international markets.

Aim

At Bisley, we recognise the critical importance of the health and well-being of everyone in our workplace. We are committed to ensuring that we provide an environment where people feel comfortable to express how they are feeling, offering a positive framework for employee welfare, and supplying the appropriate support.

Scope

This policy applies to all our employees and aims to provide support for both physical and mental well-being in the workplace.

Policy elements

We want everyone to have access to wellness plans and resources that they can use. Our wellness programme is founded upon three main areas of focus, comprising of physical, mental, and financial well-being. These will be engaged through a variety of wellness resources which will include:

- Programmes and initiatives that enable staff to support their well-being.
- Providing education on all aspects of health, offering advice on how to manage the challenges that can be posed.

For training or courses that aim to prevent occupational accidents and promote correct use of equipment and material, please refer to the workplace Health and Safety policy.

Voluntary participation

We encourage all employees to engage in our wellness resources, however, participation is entirely voluntary.

Design

Our wellness resources are created with employee health in mind. The process of improving health is continuous and therefore any ideas or suggestions for improving our employee wellness programme will be welcomed for consideration.

Access

Our well-being resources will be available under the well-being section on Viva Engage, which will be updated regularly. Access to free third-party support and advice can be made available upon request to the HR department and via the links available below and online on both Viva Engage and the Company website. This information will also be signposted across our main site throughout various departments.

Mental Health First Aiders

As part of our ongoing commitment to promoting mental health and well-being in the workplace, we have trained nine Mental Health First Aiders. These individuals are equipped to provide initial support to colleagues experiencing mental health challenges, helping to create a safe, supportive, and inclusive environment. Their training enables them to offer confidential assistance, signpost to appropriate resources, and contribute to a culture that prioritises mental well-being across the organisation.

Helpful links

Occupational health is provided by Insight Workplace Health.

Phoneline: 01792 321010

(They also provide details of websites that employees can use after their initial consultation/management referral).

Mind

Mind provides advice and support to empower anyone experiencing a mental health problem.

<https://www.mind.org.uk/information-support/>

Mind Infoline: 0300 123 3393*

*Calls from UK landlines are charged at local rates. Charges from mobile telephones vary. The charge for your call will depend on your mobile phone provider and the contract that you have with them. Mind does not get any money from telephone calls.

Samaritans (free 24-hour listening support)

When life is tough, Samaritans are here to listen at any time of the day or night. You can talk to them about anything that's troubling you, no matter how difficult:

<https://www.samaritans.org/?nation=wales>

Phoneline (free): 116 123

Shout 85258

Shout 85258 offers confidential 24/7 crisis text support for times when you need immediate assistance:

<https://giveusashout.org/>

text "SHOUT" to 85258

CALM

CALM is the Campaign Against Living Miserably, for people in the UK who are down or have hit a wall for any reason:

<https://www.thecalmzone.net/>

Phoneline (free): 0800 58 58 58 (daily, 5pm to midnight)

Signed

R Costin

Richard Costin
Chief Executive

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