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DB Rail Solutions

Mental Health and Wellbeing Policy

Effective May 21st 2025

DB Rail Solutions Ltd
Unit 1 & 2 Ace Business Park,
Burley Close, Chesterfield,
United Kingdom, S40 2WL
Company Number: 16145208

MENTAL HEALTH AND WELLBEING POLICY

1. POLICY STATEMENT

This policy outlines DB Rail Solutions' commitment to supporting the mental health and wellbeing of all employees. We aim to create a positive work environment that fosters mental wellbeing, reduces stigma around mental health issues, and provides access to appropriate support and resources. This policy aligns with UK law, including the Health and Safety at Work Act 1974 and the Equality Act 2010, ensuring our obligations to employees are met.

2. SCOPE

This policy applies to all employees, contractors, and stakeholders working for or on behalf of DB Rail Solutions.

3. STATEMENT OF COMMITMENT

At DB Rail Solutions, we are committed to:

- Promoting a culture where mental health is valued and discussed openly,
- Providing training and support to managers and employees to recognise and address mental health issues.
- Ensuring reasonable adjustments are made to support employees experiencing mental health challenges.
- Offering access to professional mental health resources through our Employee Assistance Programme (EAP) and partnerships with organisations such as the Samaritans.
- Complying with UK law and following best practices to safeguard employees' mental health and wellbeing.

4. AVAILABLE SUPPORT AND RESOURCES

4.1 Mental Health First Aiders (MHFAs)

Designated Mental Health First Aid trained officers are available to provide initial support to employees experiencing mental health challenges and guide them to appropriate resources.

Contact details for our MHFAs can be found below:

Name	Job Role	Number	E-mail Address

4.2 Partnership with Samaritans

We actively support Samaritans, a charity dedicated to providing free, 24/7 support to those in distress. Employees are encouraged to contact the Samaritans for additional assistance. All discussions are kept completely confidential, except in cases of imminent risk of harm to an individual.

Samaritans Helpline: 116 123

5. MANAGER RESPONSIBILITIES

Managers are responsible for:

- Recognising signs of mental health challenges and addressing them with sensitivity.
- Encouraging open conversations about mental health and wellbeing.
- Ensuring employees are aware of available support and resources.
- Upholding confidentiality and respecting employees' privacy.
- Supporting employees in accessing EAP services or making reasonable adjustments at work.

6. EMPLOYEE RESPONSIBILITIES

Employees are encouraged to:

- Prioritise their own mental health and seek support when needed.
- Utilise the resources available, such as the EAP and MHFA officers.
- Treat colleagues with respect and contribute to a supportive work environment.
- Inform their manager or HR about any mental health issues that may require workplace adjustments.

7. ADDRESSING MENTAL ILL HEALTH

If an employee experiences mental ill health, DB Rail solutions will:

- Provide a safe space for discussion with a manager or HR.
- Work collaboratively to identify reasonable adjustments to support the employee.
- Offer guidance on accessing EAP services or external resources, such as the Samaritans.

8. LEGAL COMPLIANCE

This policy adheres to the following legislation:

- Health and Safety at Work Act 1974: We recognise our duty of care to ensure a safe working environment.
- Equality Act 2010: Mental health is treated as a protected characteristic, and employees are safeguarded against discrimination.

9. REVIEW AND MONITORING

This policy will be reviewed regularly with due consideration for changes in legislation to ensure its effectiveness and compliance with current legislation. Feedback from employees will be welcomed to improve mental health and wellbeing initiatives.

Signed:

A handwritten signature in black ink, appearing to read 'David Barnett', written over a light blue horizontal line.

David Barnett

Position: Managing Director

Dated: 27/04/2025