

Leadership Commitment and Expectations Policy

(Insert organisation name)

About this Policy

Purpose

The purpose of this policy is for the leadership and management team of (Insert organisation name) to establish, promote and maintain the mental health and wellbeing of all employees through effective workplace practices. Building leadership capability and commitment to mental health and wellbeing, helps to improve workplace standards and cultures that better support employees. The leadership and management must demonstrate their commitment to workplace mental health practices, policies and procedures, and ensure all relevant legislative requirements are understood and met.

(Insert organisation name) believes that the mental health and wellbeing of all staff is key to organisational success and sustainability.

Goals

The leadership and management team of (Insert organisation name) will:

- Develop the confidence and capability of people leaders in relation to mental health and wellbeing.
- Lead by example in recognising and reducing stigma regarding mental health in the workplace
- Increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.
- Prioritise identifying risk factors and hazards which may impact employee mental health, strive to reduce these and enhance known protective factors.
- Create and sustain a psychologically safe culture that supports all staff's mental health and wellbeing.
- Provide access to a range of resources and support mechanisms that support staff's mental health and wellbeing.
- Promote and facilitate help-seeking behaviours.
- Support the recovery journey of employees.

Scope

- This policy applies to the leadership and management team of (Insert organisation name)

Responsibility

All leaders and managers are encouraged to:

- Understand, support and adhere to the standards and expectations of this policy, including its goals.

- Take reasonable care of their own mental health and wellbeing.
- Treat all staff in a fair, respectful and dignified way.
- Lead by example in actively using this policy while completing work-related duties and at any time while representing **(Insert organisation name)**
- Ensure any inappropriate behaviour which contravenes this policy is acted on in a timely way.
- Contribute to '**(Insert organisation name)**'s aim of providing a mentally healthy and supportive environment for all workers.

All employees 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.

Communication

(Insert organisation name) will ensure that:

- All leaders and managers are made aware of this policy at the commencement of work
- this policy is easily accessible by all members of the organisation
- employees are informed when a particular activity aligns with this policy
- all leaders and managers actively contribute to and provide feedback to this policy

Monitoring and review

(Insert organisation name) will review this policy _____ months after implementation and annually thereafter.

The effectiveness of the policy will be assessed through:

- Review the policy by management and committee to determine if objectives have been met and identify barriers and enablers to ongoing policy implementation.

Date

Manager

Title (e.g. CEO, General Manager)

Signature

Date

Date of next review