

AMA Scaffolding Ltd – Mental Health Wellbeing Policy

AMA Scaffolding Ltd are committed to the following principles:

1. Produce, implement and communicate a mental health at work plan.
2. Develop mental health awareness among employees.
3. Encourage open conversations about mental health and the support available when employees are struggling.
4. Provide our employees with good working conditions.
5. Promote effective people management.
6. Routinely monitor employee mental health and wellbeing.

1. Produce, implement and communicate a mental health at work plan.

AMA Scaffolding Ltd have created this policy as a live document to improve mental health wellbeing within the company. The company will always look at initiatives which will help promote wellbeing and reduce the risk of stress (which is not always work related – but can be part of home issues such as divorce or bereavement).

AMA Scaffolding Ltd will look at counselling options for all staff, especially for those that our champions consider potentially vulnerable.

This includes senior management teams who are probably most at risk in relation to stress and should also be trained to understand the risks of stress and some of the things they can do to alleviate stress (including exercise etc.).

This also includes recently promoted staff who have come through the ranks (colloquially those who have come “off the tools”) and how we mentor and encourage them to succeed, with minimum of stress. Ideas include, getting these staff – and existing staff – to talk about mental health, which hopefully brings the causes to be more visible and help with the stigma surrounding the issue. This could be achieved possible by workshops where AMA Scaffolding Ltd bring in advisers and specialists to present and answer questions.

2. Develop mental health awareness among employees.

AMA Scaffolding Ltd have always assessed the mental health needs of its employees but this procedure will enable us to formally document the procedures, develop structured improvements and assign clear objectives as part of a business plan, aspects of which it can share with other companies and our trade body.

AMA Scaffolding Ltd will continue to review all the company’s policies, procedures and processes to ensure they are aligned with the company’s commitment to improve mental health and wellbeing.

Select AMA Scaffolding Ltd employees will be trained in mental health and programmes will be put in place to ensure all employees have been briefed to recognise signs that they may need mental health support – and how to access information on the company’s approach to mental health and wellbeing.

After training they will be much more able to handle sensitive conversations and give good advice and support to employees (as well as offering support via government initiatives (such as Fit for Work and Access to Work)).

3. Encourage open conversations about mental health and the support available when employees are struggling.

Communication is very important and the company's unique business model ensures that information is widely available and employees are expected to discuss problems with their own teams and to seek help with managers, directors and company heads (with an open door policy promoted and teams driving effective wellbeing – and managers at induction, appraisals and regular meetings informing employees of where to seek advice and support by their senior management team. .

4. Provide our employees with good working conditions.

AMA Scaffolding Ltd policies, procedures and processes provide our employees and workers with good working conditions, but the company is not complacent, and employees and workers are encouraged to voice any concerns in relation to working conditions, stress or mental health issues as well as positive issues.

Our staff and Wellbeing Listeners are tasked with engaging with employees and workers to discuss any issues employees/ workers may have, including regarding work issues, developments which have impinged on their ability to do their job. Our Wellbeing Listeners will discuss issues in informal meetings with employees and where needed will create action plans to fully support them. This sometimes may be the result of where the company restructures, or grows or diminishes in size, and employees will be kept fully informed and supported.

5. Promote effective people management.

AMA Scaffolding Ltd has a unique flat management structure, with its separation into small separate divisions with good gender balance, which is designed to ensure that even as a company grows that the employees are fully informed, supported and mentored. Short meetings are held regularly with staff to ensure they are fully informed of work of company aspirations, initiatives, work requirements, and that work is challenging and rewarding. Staff at all levels are encouraged to speak to their immediate line manager or director or company head regarding potential issues such as stress as early as possible, with an emphasis on ensuring that the workplace promotes harmony and healthy behaviours.

6. Routinely monitor employee mental health and wellbeing.

As part of this initiative, AMA Scaffolding Ltd will continue to seek employee consultation or surveys on mental health and wellbeing, including working conditions, communication, work life balance, and available or perceived support and work-related concerns (such as workload, stress). As part of this drive, we will focus on hourly paid workers (as this is often manifested in absenteeism at work and at yards).

Where there are risks to employees' mental health through stress for instance, the HR Director arranges risks assessments, informs and monitors the implementation of control measures. Job designs and the workload of the team (including job descriptions) is reviewed holistically as part of a company approach to ensure work is challenging but also interesting.

Where required, AMA Scaffolding Ltd makes changes to employees' work duties (such as flexible working) to ensure they can continue to work for the company productively.

Employees are encouraged to be competitive as part of small teams (many of whom have come from the "tools" and were considered the best foremen for instance in the company), with managers and directors arranging for all teams to meet up regularly to ensure that the competition is healthy, friendly and enjoyable. Directors ensure they act professionally and communicate through all levels. They and managers are encouraged to show appreciation for good work and to make everyone on the company feel supported and valued.

For and on behalf of AMA Scaffolding Ltd.

Martin Unstead
Managing Director

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