

Mental Health and Wellbeing Policy

Our approach

Mental health matters as much as physical health. At any given time, many of us will be dealing with stress, anxiety, low mood, or something more serious. We want Milbank to be a place where you can talk about mental health without stigma, and get support when you need it.

This policy sets out our commitment to supporting your mental health and wellbeing at work.

What we are committed to

- Creating a culture where mental health is talked about openly and without judgement
- Supporting colleagues who are experiencing mental health difficulties
- Training managers to recognise the signs and respond with care
- Making reasonable adjustments where mental health affects your ability to work
- Ensuring that no one is treated less favourably because of a mental health condition

Seeking help

If you need to, please talk to someone. That might be your manager, a colleague, or an external support service. You do not need to have a diagnosis to ask for help - if you are finding things difficult, that is reason enough.

If you speak to your manager, they will listen, keep it confidential, and work with you to find practical support. This might include:

- Temporary adjustments to your workload, hours or duties
- Time off for medical appointments
- A referral to occupational health
- Signposting to external support

If you are worried about a colleague

If you notice a colleague is not themselves - withdrawing, struggling to concentrate, becoming emotional, or behaving out of character - you do not need to be an expert to help. A simple, private conversation can make a difference.

If you are a manager and are concerned about a team member, speak to the People Team for guidance.

Absence related to mental health

If you need time off because of your mental health, the same sickness absence process applies as for any other illness. We will treat it with the same care and seriousness.

On your return, your manager will have a supportive conversation about how you are doing and whether any adjustments would help.

Questions

If you need support, or you are worried about a colleague please speak to your manager or Managing Director in confidence.

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Version	Date	Author	Changes
V1	-	Milbank Group	Creation
V2	30/04/2026	Milbank Group	Approved