

Precinct Policy

Mental Health and Wellbeing

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Precinct recognises that work has an impact on the mental and physical wellbeing of our staff and we are committed to making a positive impact. Precinct believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

As part of our wider strategy, this policy is Precinct's commitment to establish, promote and maintain the mental health and wellbeing of all staff through workplace practices, and enable staff to take responsibility for their own mental health and wellbeing.

This policy applies to all Precinct and Precinct Flex staff (together, the "**Precinct Staff**").

In our commitment to Precinct's guiding beliefs of "Empowering People", "Little Things Matter" and "Welcoming All Voices".

Precinct commits to:

- Building and maintaining a safe workplace by providing managers and staff with tools and knowledge for the early identification of psychosocial hazards and support for developing appropriate intervention.
- Planning for and implementing the three pillars annual focus areas of wellbeing: physical; mental; and financial.
- Increasing employee knowledge and awareness of mental health and wellbeing issues and behaviours by providing a range of activities under the Mental Health Foundation's Five Ways to Wellbeing and informational sessions with speakers.
- Providing opportunities to participate in wellness initiatives for physical activities (including gym memberships and bootcamp sessions), healthy habits (including ergonomics and nutritional information) and promoting health awareness.
- Providing access to EAP services to assist staff with financial, work, emotional and psychological issues.
- Promoting inclusivity and dignity at work and taking steps to prevent, reduce and address any bullying, harassment or discrimination at work.
- Providing opportunities for staff to establish a meaningful connection with colleagues through a variety of informal and organised social activities.

All Precinct Staff are encouraged to:

- read and understand this policy and seek clarification from management where required.
- Consider this policy while completing work-related duties and at any time while representing Precinct.
- Support fellow staff members in their awareness of this policy.
- Support and contribute to Precinct's aim of providing a mentally healthy and supportive environment for all staff members.

All staff have a responsibility to:

- take reasonable care of their own mental health and wellbeing, including physical health; and
- take reasonable care that their actions do not affect the health and safety of other people in the workplace.

If you are a manager:

- create connection opportunities for your teams and encourage a shift in attitudes about mental health while supporting their wellbeing in an open and honest manner;
- ensure that all staff members are made aware of this policy;
- actively support and contribute to the implementation of this policy, including its goals; and
- manage the implementation and review of this policy.

Communication**Precinct will ensure that:**

- all staff receive a copy of this policy during the induction process;
- this policy is easily accessible by all members of the organisation;
- staff are informed when a particular activity aligns with this policy;
- staff are empowered to actively contribute and provide feedback to this policy; and
- staff are notified of all changes to this policy.

Monitoring and review

Precinct will review this policy annually.

Effectiveness of the policy will be assessed through:

- feedback from staff, the Health & Safety Committee and management;
- review of the policy by management and the Health & Safety Committee to determine if its objectives have been met and to identify barriers and enablers to ongoing policy implementation.



Scott Pritchard
Precinct Chief Executive Officer

Dated: 26 August 2025