

Employer Showcase

Case study: Recruiting Employee Champions

Amey



Creating better places is our purpose and our passion

Our team of 20,000 people and the depth of services we deliver make us a leading supplier of consulting and infrastructure support services both in the UK and internationally. We've been in business for nearly 100 years. We're proud of our long history and the difference we make; serving the communities we work in, whatever the weather and whatever the challenge.

We create safer, smarter, and sustainable places to live, work and travel. By designing, building, maintaining and investing in our country's services and infrastructure we make a difference including engineering, facilities management, utilities, transport, environmental services, defence and justice. We know these are the services that matter – the ones you rely on at home and on the move. That makes us the faces behind the services you use every day – and together, we're helping to create better places to live, work and travel.

'Putting people first' is one of our core values which underpin the way we work. By improving and maintaining good mental wellbeing in our workplace, and supporting one another, we aim to provide an environment which empowers everyone to deliver and grow.



time to change

let's end mental health discrimination

In May 2017 James Haluch, Managing Director – Highways, signed the Time to Change employer pledge on behalf of Amey to show our commitment to changing the way we act and think about mental health. By working closely with Time to Change to deliver our action plan we aim to improve attitudes towards mental health and increase support we provide to employees.



We have an internal working group who meet every quarter to drive the delivery of our action plan. By working with this group and closely with our colleagues at Time to Change we are committed to improve attitudes towards mental health, and increase the confidence and support provided to people with mental health conditions to challenge discrimination.

Some of the key ways we are working to do this are:

Our Dedicated Ambassador Network

Set up in May 2017, our Mental Health Ambassador network promotes positive mental health and raises awareness of mental health conditions. The Ambassadors organise local activities and events to get people talking.



They raise awareness of where and how employees can access support, as well as promoting national mental health and wellbeing awareness campaigns such as Time to Talk Day, Mental Health Awareness Week and World Mental Health Day. We're set to double the size of our Ambassador Network by the end of 2017.

Reviewing our policies and practices



We have reviewed our policies and practices; specifically, we have ensured our Wellbeing Policy incorporates mental health. We have also created guidance for both managers and employees on signs and symptoms, looking after our mental health, what to do if a team member discloses a mental health condition, and where to go for advice and support.

Our future aims in this area are to further develop the support for our managers through interactive learning opportunities, and to review the entire employee lifecycle to ensure we introduce mental wellbeing factors into the breadth of our policy and practice.

Mental Health First Aid

We are working with Mental Health First Aid England to take a whole organisation approach to training our employees in Mental Health First Aid (MHFA). Within our industry, we believe that organisations should be investing far more in protecting and supporting the mental health of their employees. MHFA does not teach people to be therapists, is equivalent of a physical first aid course and teaches people how to spot the signs of a mental health issue and feel confident in providing initial help.

To have both employees and managers professionally trained in this area is invaluable. And that's why a group of our employees including Senior Leaders, Mental Health Ambassadors, HR and HSEQ will be MHFA trained by the end of 2017. We'll be sustaining and growing the roll-out of this programme in 2018.



Personalised advice and support

Our Employee Assistance Programme helpline provides free, confidential, external support and information on a wide range of personal and work-related issues 24/7. Whether it is a workplace problem, a relationship breakdown, or a financial issue that is causing distress, employees can receive round-the-clock support when it is most needed.