
Mental Health Policy

At Hive Projects, we believe mental health deserves the same rigour and visibility as physical health and safety. We are proud of the progress we have made and recognise that our strength lies in a culture where every colleague feels genuinely safe raising a mental health concern, without it ever becoming a barrier to their career. Our goal is to make sure support is proactive, not reactive, and that it is shaped directly by what our people tell us they need.

Our approach to mental health is centred on three key pillars:

Support and Resources

We are committed to giving every colleague access to confidential, independent mental health support.

- We partner with the Lighthouse Charity to give every colleague confidential, independent mental health support and advice.
- We provide private healthcare through AXA, which includes mental health support and therapy options within the package.
- All our colleagues and directors remain approachable and available for any mental health concerns individuals may have- operating with confidentiality and responding to individuals needs on a case by case basis.

Prevention and Wellbeing

We take a proactive approach to mental health, rather than waiting for a crisis point.

- Over 30% of our workforce is formally accredited as a Mental Health First Aider, an accreditation renewed on a two year cycle. All colleagues have the opportunity to gain this, and similar Mental Health accreditations.
- Every colleague is encouraged to attend at least one mental health workshop a year.
- We deliver at least 12 wellbeing and engagement opportunities annually, spanning physical activity, creative outlets and colleague led mental health themes, alongside regular first aid and suicide awareness training.
- Our annual wellbeing schedule is colleague led and shaped directly by employee feedback, most recently including dedicated workshops on menopause in the workplace and neurodiversity.

Fair Pay, Fair Hours and Career Progression

We see mental health support as directly connected to career progression, not separate from it.

- Our Flexible Working Policy allows any colleague to request a change to their working pattern, assessed within 14 working days in line with the ACAS code of practice.
- We are a certified Real Living Wage employer, and we never employ colleagues, or engage contractors who employ their people, on zero hour contracts.
- Our internal mentoring scheme engages at least 10% of our team in mentor/mentee relationships, supporting colleagues to keep progressing through a difficult period.

We are proud of the progress we have made but recognise there is always more work to do. We will continue to let this policy, and the programme behind it, be led by colleague need rather than a fixed calendar, and we are committed to listening to our people to ensure Hive remains a place where everyone feels supported and can succeed.

Policy review: Last reviewed June 2026. Next review due June 2027.