



**We want to destigmatise
mental health and
improve wellbeing
across construction.**

**Be part of the action.
matesinmind.org**



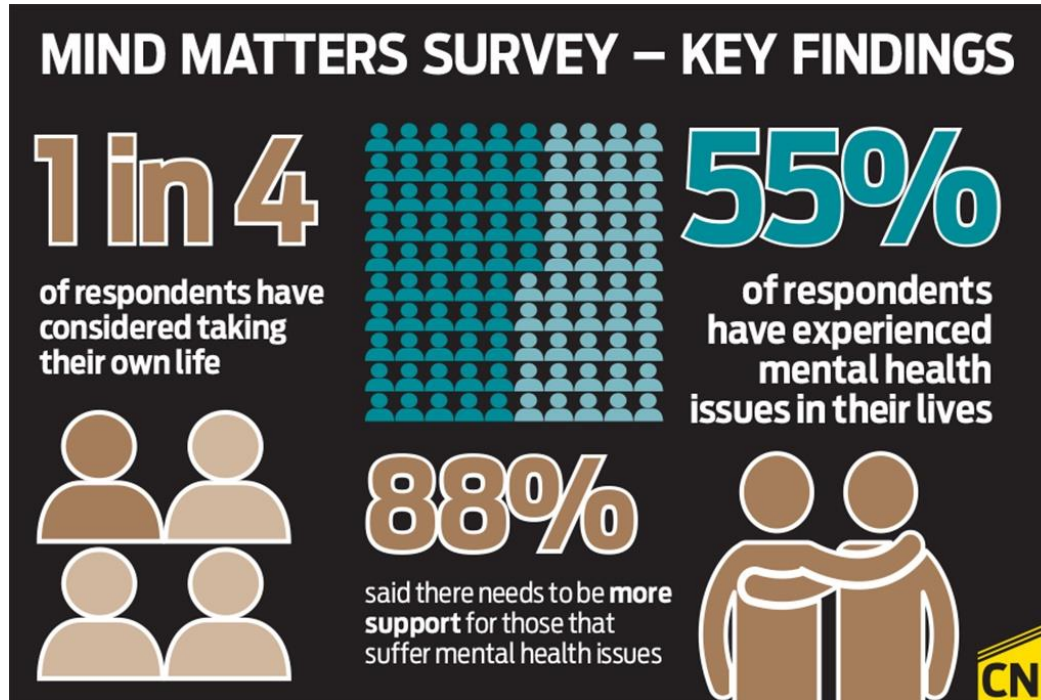




34% of workers experienced a problem in the past year.

23% are considering leaving the industry.

46% of people on sick leave because of a mental health problem, don't disclose the reason.

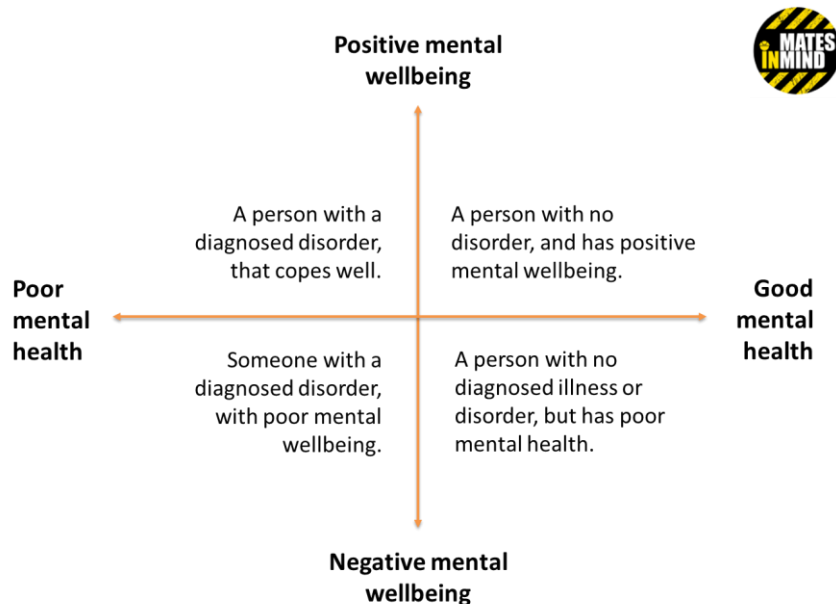


2/3 don't feel they can talk about mental health at work.

1 in 6 have a diagnosable mental health condition.

72% of people who completed suicide were not known to a health professional.

Scale of the issue in construction



Suicide

- Leading cause of death for men under 50
- Rate among low-skilled male construction workers was **3.7 times** above the national average between 2011 and 2015 (ONS, 2016)
- Rate among building finishing trades, including plasterers, painters and decorators, was **twice** the national average between 2011 and 2015 (ONS, 2016)

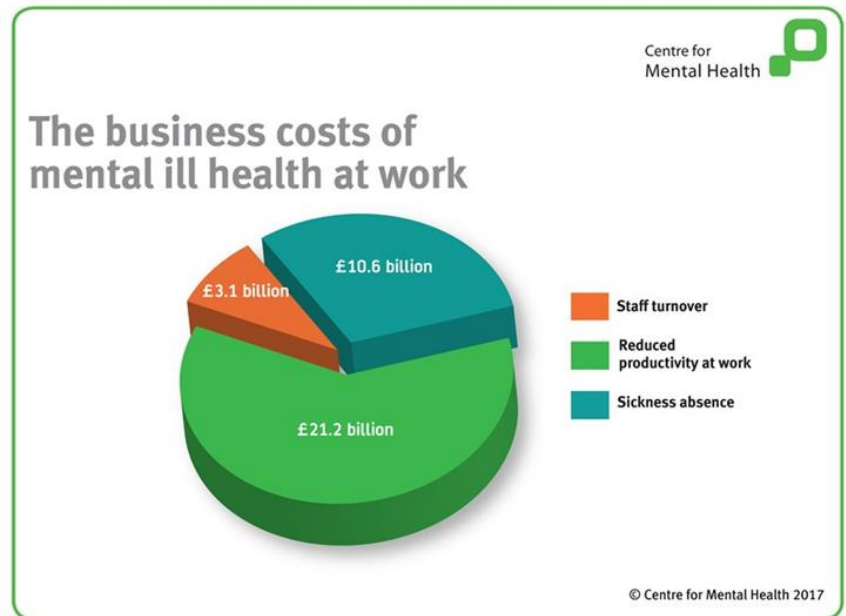
Making the business case



The OECD estimates that mental ill-health costs the UK around 4.5 per cent of GDP in lost working days, reduced productivity and higher benefits spending (2015)

Centre for Mental Health:

- new figures relate to financial year 2016/17
- costs to employers £34.9 billion in that year
- equivalent to ~£1,300 for every employee in the UK workforce



How employers can better support employees remain in, and thrive at work...



Thriving at work

The Stevenson / Farmer review
of mental health and employers



The recent Stevenson / Farmer review of mental health and employers - *Thriving at Work* – calls for action to tackle the high-levels of poor mental wellbeing that UK workers are suffering.

Mates in Mind participated in the review; Stevenson and Farmer witnessed the operatives awareness session at a pilot site.

How employers can better support employees remain in, and thrive at work...



Thriving at work

The Stevenson / Farmer review
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Six core standards...

1. Produce, implement and communicate a MH plan
2. Develop MH awareness
3. Encourage open conversations and promote the support available to staff
4. Provide employees with good working conditions
5. Promote effective people management
6. Routinely monitor employee MH & wellbeing.

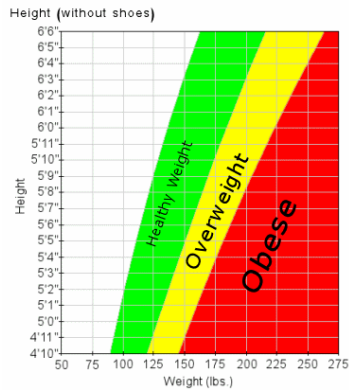
Achieving wellbeing sustainably



Wellbeing is a state of contentment, material and emotional, at a point in time – a complex bundle of factors (health, fulfilment, happiness...) many of them psychosocial

Resilience is a developable characteristic - ability and skills enabling an individual to function effectively, deal with ups and downs, adapt to change, bounce back from adversity, learn from failure

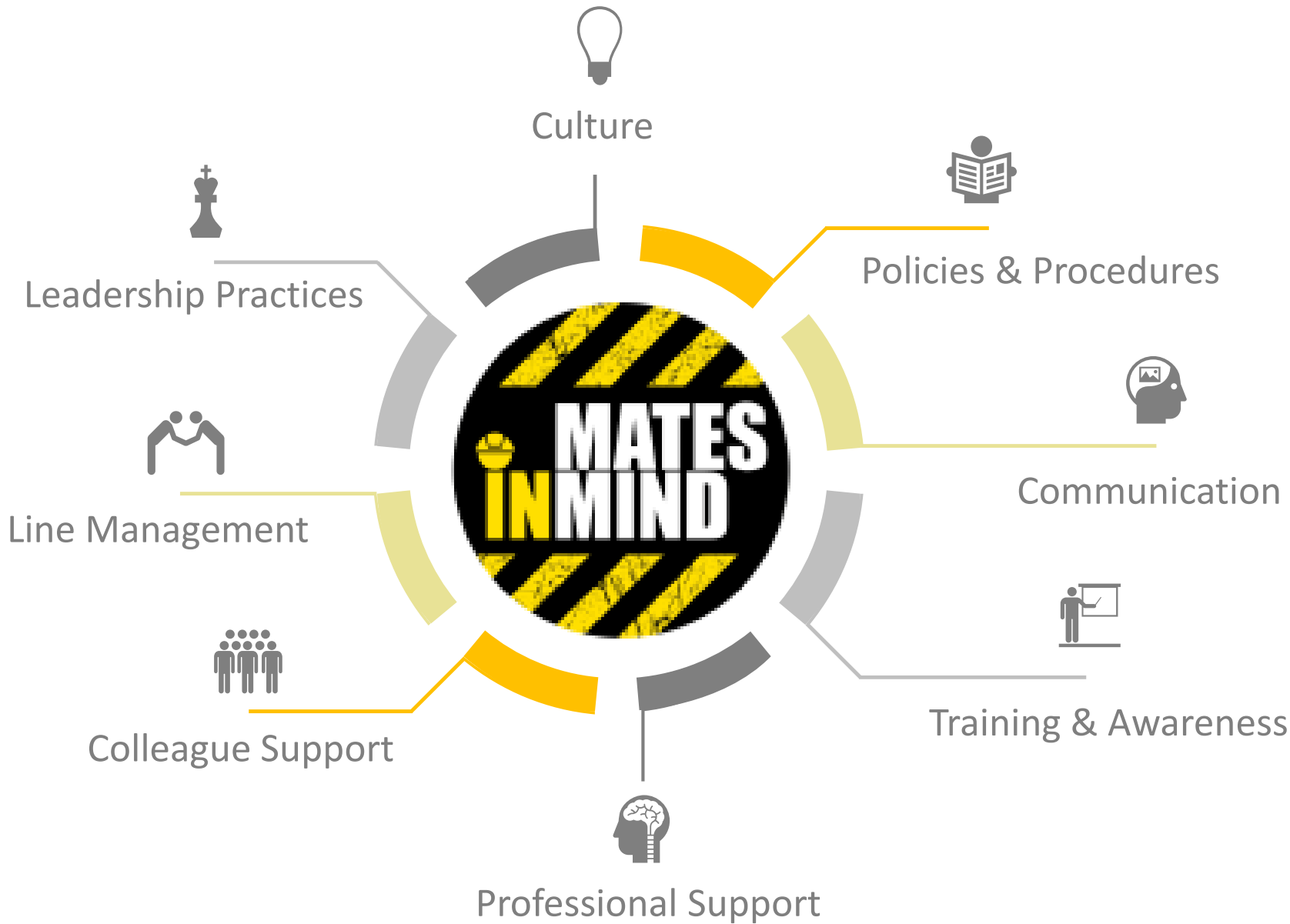
The context of OH – opportunity to refresh / refocus





Mates in Mind aims to raise awareness, address the stigma of poor mental health and improve positive mental wellbeing in the UK construction industry.





"Being able to speak with my manager openly meant I was able to let them know when I thought things were becoming too much."



Construction Industry Helpline
0345 605 1956



Be a mate
Be the change
matesinmind.org

In 2019/20 there were estimated for 37% of all work related ill health cases and 48% of all working days lost due to ill health in Great Britain. The main work related factors cited by respondents as causing work related stress, depression or anxiety were workload pressures, including tight deadlines and too much responsibility.



A SAMARITAN HELPED ME SEE PAST MY PROBLEMS

Whatever you've done.
Whatever life's done to you.
Call Samaritans.
No pressure.
No judgement.
We're here for you.
Any time.

116 123 (UK)
The number is FREE to call
samaritans.org

let's get construction talking



Spotlight on... mental health

1 in 4 people will experience a mental health problem in any given year.
Let's end the stigma.

Helplines:

Mind 0300 123 3393
Construction Industry Helpline 0345 605 1956
Samaritans 116 123

In partnership with



Mates in Mind raise awareness, address the stigma of poor mental health and aim to improve positive mental wellbeing in the UK construction industry.

"Just knowing I'm not alone and have mates at work who know what depression looks like, has made a big difference to me."



Construction Industry Helpline
0345 605 1956



Be a mate
Be the change
mind.org

Lack of staff awareness and lack of expertise or specialist support are seen as making psychological risks, including mental health, harder to address by around a quarter of all organisations across all industries, including construction, HSE, 2016



Each year 1 in 4 people experience a mental health problem.
If you notice someone struggling, ask if you can offer help.
If you are struggling, let someone know.

Mates in Mind
Let's start the conversation...

I'm Mates in Mind Aware

I'm trained in general mental health awareness.



I'm Mates in Mind Wise

I'm trained to help create and support a mentally healthy workplace.



I'm a Mental Health First Aider

I'm a Mental Health First Aider.



Mates in Mind is a framework for the UK construction industry to raise awareness, address the stigma of poor mental health and improve positive mental wellbeing.
Who are your Mates?



We are striving to raise awareness by addressing the stigma of poor mental health and improving positive mental well-being in the construction industry.

Simons Group Ltd

Sometimes it can be difficult to balance the pressures of life, but there are people able to help you. Anytime. Your Employee Assistance Programme (where provided).



All construction workers
Start the conversation awareness session | 45 minutes



Foreman, supervisors, line managers
Awareness training course | 3.5 hours



Construction mental health champions
Mental Health First Aid training course | 2 days

116 123 (UK)
The number is FREE to call

Mind Helpline:
Call 0300 123 3393
or text 16463

Construction Industry Helpline
0345 605 1956

Mates in Mind is a registered charity in England and Wales (No. 1172480) and a company limited by guarantee registered in England and Wales (No. 10326888).

Awareness & Education: *Start the Conversation*



Objective 1

To get construction workers
thinking about mental health

Objective 2

To get construction workers
talking about mental health



Awareness & Education: 2nd & 3rd level Training Elements



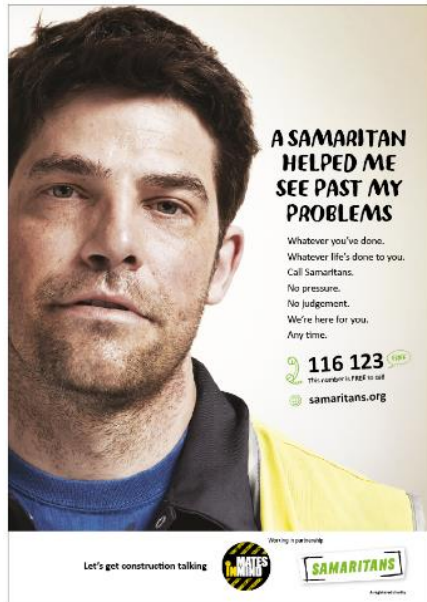
Managing Mental Health in Construction

- Half-day training course developed by MIND
- Aimed at line managers, supervisors and foremen.
- Tailored to the construction Industry
- Designed to increase understanding and awareness of mental health in construction, including how to spot the signs and support someone.

Mental Health First Aid training

- A two-day training course developed and delivered by Mental Health First Aid England (MHFA)
- Tailored to the construction Industry
- Created to build parity for mental health support as provided by physical health first aiders.

Communication



Supporting across the organisational landscape:

- Organisation-wide
- Immediate work environment
- Individual
- Welcome pack
- Corporate recognition with head office signage & certificates
- Access to digital & print content
- Additional supporting communication material (e.g. brandable posters, flyers, e-templates, helmet and van stickers)



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Guidance and support



- Employer support: access Mates in Mind employer information support service (telephone support line with trained advisors)
- Employee support: access advisors and counselling services through partners:
 - The Lighthouse Club
 - National Counselling Society
- Engagement & good practice: Working with trade associations and industry bodies to dovetail into events and forum; Monthly/quarterly newsletters
- Annual reporting (for transparency)



In summary - answering the sector's call



- Flexible, voluntary approach
- Fits the industry and efficiently delivered
- Draws together what is working / some are already doing
- Working collaboratively / in partnership
- Impactful – reaches out to SMEs and supports individuals
- Shares insight and understanding

Founding partners Core partners



Support partners & Associates



EUROPE

Pilot phase: Partner organisations



Business champions



Be part of the action

www.matesinmind.org

T. 020 3510 5018

E. support@matesinmind.org

 [@matesinmind](https://twitter.com/matesinmind)

 www.linkedin.com/mates-in-mind

 www.facebook.com/matesinmind



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