

Mental Wellbeing 'Mates in Mind'

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A trusted leader in health, safety and environmental management



Our vision:

No-one should be injured or made ill at work We are a corporate membership and charity

Our resources aimed at reducing risk and preventing injuries in the workplace

Actively helping organisations for 60 years – established by James Tye

We have more than 6k corporate members:

- all sectors
- in many different territories (UK & int'l)

We work in partnership with others





Promote the importance of H&S

2 Build understanding and capability



Commit to leadership and worker engagement

A Share knowledge and experience

5 Campaign for sensible legislation, regulation and application

How we support



www.britsafe.org/corporatebrochure





Mental health in the workplace

No health without mental health



The UK government defines wellbeing as 'a positive physical, social and mental state'.

Mental wellbeing does not have a single universal definition, but according to the Mental Health Foundation (2016) it does encompass factors such as:

- The sense of feeling good about ourselves and being able to function well individually or in relationships
- The ability to deal with the ups and downs of life, such as coping with challenges and making the most of opportunities
- The feeling of connection to our community and surroundings
- Having control and freedom over our lives
- Having a sense of purpose and feeling valued .

Managing mental health and wellbeing BRITISH SAFETY COUNCIL SAFETY COUNCIL YEARS 1957-2017

Some research to back this up:

- A PWC (2008) study found that such programmes increased employee satisfaction, lead to a higher company profile, higher productivity, reduced sickness absence and reduced staff turnover.
- A BiTC and Towers Watson (2013) study of FTSE 100 companies found that those who prioritised employee engagement and wellbeing outperform the rest of the FTSE 100 by 10%
- A Populus poll (2013) found that 60% of employees say they'd feel more motivated and more likely to recommend their organisation as a good place to work if their employer took action to support mental wellbeing

But how big is the issue?



Awareness of mental health is growing

- 1 in 4 in any one year will experience a mental health condition
- At any one time nearly 1 in 6 of those in work are affected by a mental health problem
- A staggering 70 million work days are lost each year due to mental health problems in the UK, costing employers approximately £2.4 billion per year. (Mental Health Foundation, 2016)
- The Centre for Mental Health has calculated the cost of not addressing mental health is 91m days (£26 billion), which equates to £1,035 per employee (2016)

Stigma still remains the biggest issue – including in the workplace

• The risk of suicide among low-skilled male labourers, particularly those working in construction roles, was 3 times higher than the male national average (ONS, March 2017)



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Supporting better mental health in the construction sector





Why it matters to construction...



Recognising duty of care = Health *like* safety The business case is there ...



Health in Construction Leadership Group:

- Committing construction to a healthier future
- Uniting the industry and its supporters
- Recognising that the industry has worked in partnership to bring about a culture change in relation to safety





In partnership with leading UK mental health charities







Some of the challenges and our approach



'Macho' attitudes to mental health

We're working with leading charities and the British Safety Council to develop sessions designed to break down stigma

SME access to materials and support

We're aiming to re-invest charity funds to facilitate access to Mental Health awareness & training in micro and small orgs

Reducing costs to business & individuals

We're working with leading mental health charities to establish equivalence for courses organisations have already run, and sharing that data to avoid effort duplication

Aims

- Led by the industry for the industry
- Harnessing the capabilities of the UKs leading mental health charities
- A recognised programme designed to improve the mental health of all workers in construction
- Can be delivered efficiently across the whole sector.

Objectives



- ...get construction talking...
- Assist employers to raise awareness and improve mental health within their workplaces.
- Signpost to approved sources of support for employers and employees
- Get wellbeing into everyday conversations in construction
- Start these conversations with 100,000 workers in its first year
- Work across the sector and through supply chains
- Support micros & smalls.

Awareness & training





All operatives *Begin the conversation* | 45 minutes





Foreman, supervisors, managers Awareness training course | 3.5 hours



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



Construction specialist mental health intervention Suicide prevention training course | TBC Designed to change hearts and *minds* in partnership ...



...engaging 100,000 workers in its first year

...engaging 75% of the industry by 2025

Innovation – pilot phase to test our approach



... the first phase of the programme development has been trialled over the Spring & is nearing completion

Balfour Beatty CAREYS WE CARE Heathrow Making every journey better





VolkerWessels UK

Some feedback from sites piloting our approach



Some of the metrics:

- Six leading client & contractor companies
- Multiple sites involving HR & H&S teams
- 400+ operatives engaged directly in the new awareness session
- 300+ organisations registered interest across the sector to be involved in four months

Some of the feedback:

- "I strongly agree with the course content. I was shocked to hear how many suicides there are on building sites and feel very strongly about helping people in this situation. Very worthwhile course."
- "A very good and worthwhile course. Glad I attended."
- "Simple, user friendly, yet to the point"
- "Good content"
- "Clear, simple, encouraging, relevant"
- "Very clear, very simple"
- "Very relaxed and informal"
- "At the right level for operatives"





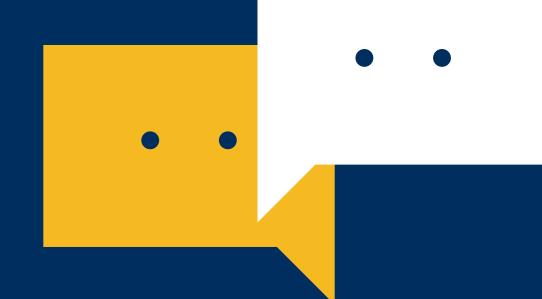
Phase 1 piloting: completed

Phase 2 piloting: underway

Testing the self-delivery mechanic for the 45-minute training sessions, and suitability for use with a range of contractor sizes and specialisms including earlier supporter and new ones







For more information please visit:

www.britsafe.org

www.matesinmind.org