



Mental Wellbeing 'Mates in Mind'

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British Safety Council

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

Working Well: our manifesto

Five steps for healthier and safer work activities



- 1** Promote the importance of H&S
- 2** Build understanding and capability
- 3** Commit to leadership and worker engagement
- 4** Share knowledge and experience
- 5** Campaign for sensible legislation, regulation and application

How we support



www.britsafe.org/corporatebrochure

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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 is an investment in your staff



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
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In partnership with leading UK mental health charities



MHFA England



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 UK's 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.
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Awareness & training



All operatives
Begin the conversation | 45 minutes



Foreman, supervisors, managers
Awareness training course | 3.5 hours



MHFA England



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



Heathrow
Making every journey better



Tideway



 **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"
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Next steps ...



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



Sellafield Ltd





For more information please visit:

www.britsafe.org

www.matesinmind.org