

MENTAL HEALTH & WELLBEING IN CONSTRUCTION: GIVING PEOPLE A VOICE!

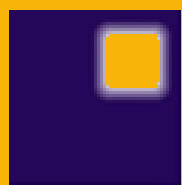
Construction Excellence recognise that mental health and wellbeing is an area that requires focus and attention. The **CEO of Construction Excellence Andrew Carpenter** recognises that the people who make up the construction supply chain are very diverse and complex.

"We have a diverse supply chain in construction; professional services, manufacturing, design and build, they all contribute equally, and face very different challenges. The diversity is also a factor when considering the profile of people within the sector and the pressures they face daily. The challenge is to get a gauge of what is required from the people on the front line."

*The **Health and Wellbeing Theme Group Chair John Williams** and the members all recognised that if we are to move this important agenda forward, we needed to understand where we are by capturing the perception people have on the ground.*

"We have carried out a comprehensive study that captures staffs perception of their own mental health and wellbeing, across the various sectors of the construction supply chain. The engagement level was outstanding, showing how much employers and employees recognise that recognise that this is a crucial area for the sector.

*An interactive dashboard that highlights the key findings and themes of the study will be shared for discussion and dialogue at the **Health & Wellbeing Theme Group Meeting on 14th September at 3.00pm**. Make sure you reserve your place and attend the meeting."*



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MAKE WELLBEING A PRIORITY, SHIFT OWNERSHIP, GIVE THEM A VOICE!


EVIDENCE DRIVEN, TAILORED WELLBEING SOLUTIONS

We are delighted that **John Williams CEO of Red Dot 365** and Chair of the Mental Health and Wellbeing Theme Group for Constructing Excellence, has embarked on a comprehensive study to allow us to gain an insight into where we are as a sector.

The study has allowed us to gather comprehensive data across CE members and its supply chain. This has given us fantastic insights into what people's perception is in relation to their mental health and wellbeing. Giving the people on the ground a voice that will focus the discussion and take the sector forward.

When we spoke to John Williams, he expressed his gratitude. *"I am grateful to the companies who came forward and volunteered their staff and resources to take part in the study. The representatives who make up the theme group, all recognise that this is an area that requires attention. Whilst Charing the group we all recognised this was a topic that affects everyone in construction. It was also recognised that if we are to make this a priority and shift the focus we need to hear from the people on the ground. We need to give them a voice"*

We wanted to ensure that this was a study based on the people's perception of their sector. Initially we started to capture the comments coming out of the theme group.

- **Architecture** - There is a culture of over working, it is expected that you work 40+ hours a week. It has become the norm.
 - **Construction** - I can only describe the environment as Dickensian.
 - **Construction** - A sector where wellbeing is seen as a luxury.
 - **Pioneers** - We need real pioneers; we are at the starting point of the journey.
 - **Talent** - Attracting and keeping talent will become an issue for the sector if we do not change.
 - **Culture** - The need to change culture from a bottom-up approach is critical as opposed to a tick box approach.
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CONSTRUCTION SECTOR HIGHLIGHTS

A study by Glasgow Caledonian University, commissioned by the Lighthouse Construction Industry Charity, found suicide rates had climbed from **26 per 100,000 in 2015 to 29 per 100,000 in 2019**.

The relatively small overall increase hid a wide discrepancy in rates between different occupations. **Suicides among unskilled workers, such as labourers, jumped more than 50 per cent** from 48 per 100,000 in 2015 to 73 per 100,000 in 2019. Conversely, the rate among non-manual workers, such as managers, fell from around seven per 100,000 to just under five.

The rise in cases reflects the make up of labour market and the socio-economic factors. The number of manual workers who operate as sole traders could be a factor in the difference: **"It is worrying that support is not reaching the 'boots-on-the-ground' workforce."** "This could be because about 53 per cent of our workforce are self-employed, agency or zero-hour contractors and we are simply not getting the message down the supply chain."

Add to the fact that the figures were rising before the pandemic struck in 2020 and that becomes quite alarming. An analogy of the perfect storm springs to mind.

MORE THAT ONE WORKER A DAY TAKES THEIR OWN LIFE: 3 TIMES THE UK RATE FOR MEN

Working on a building site has become the deadliest profession in the UK, but the dangers have nothing to do with cranes or ladders.

MENTAL HEALTH FACTS

- 17.9 million working days lost due to work- related stress, depression, or anxiety in 2019/20
- In 2019/20 stress, depression or anxiety accounted for 51% of all work-related ill health cases and 55% of all working days lost due to work-related ill health.
- The most notable differences are associated with household income and economic activity. Nearly 3 in 4 people living in the lowest household income bracket reported having experienced a mental health problem, compared to 6 out of 10 in the highest household income bracket

CONSTRUCTION IN THE UK IS WORTH £109.4BN

- Grown from a value of £72bn in 2012
- There are 314,590 firms working in construction
- 81% of these businesses employ less than 3 x people
- 261,000 firms' turnover less than £500k per year
- 1.3 million people work in construction (many more rely on the sector for work)
- Of these 173,291 are self-employed or sole traders

THE MASKS: WE ARE BUILT UPON YOUR TRUST!



People are exceptional at disguising their true feeling and emotions. How often have you heard comments like, "I never knew, or seen the signs, he seemed great in work yesterday". "I had a beer with him only last week he seemed fine" "I was chatting last week over a coffee, we were laughing and joking, you would never have guessed there was something wrong".

- **The Tough Guy Mask** (aggressive, never show weakness or vulnerability)
- **Super Nice Guy Mask**
- **The Alpha Mask**
- **The 'nothing bothers me' Mask**
- **The 'I'm invincible' Mask**
- **The joker/prankster Mask**

"Red Dot 365 capture your perception of your own Mental Health & Wellbeing. Your goals, interests, motivations, challenges and barriers and use that information to understand what you feel is important, what works and where we can support you & your colleagues."

THE CHALLENGE

- **Give People a Voice** - Understand the challenges people face at a micro level, (bottom up) as opposed to macro level systems approach (top down).
- **Independent, Anonymous and Confidential** - Ensure that the people have confidence that there will be no stigma attached, that it is confidential and anonymous with the fear of reprisal, it is independent and transparent.
- **Objective** - Capture the perceptions of people, their goals, aspirations, challenges they face and the barriers.
- **Representative** - Gain insights and capture the perception of people working in the construction sector representative of the construction sector supply chain.
- **Data as Indicators for Dialogue** - A dashboard of highlighting the areas of personal wellbeing, professional wellbeing, physical and mental wellbeing. (Quantitative data). The information will focus discussion and dialogue in the right areas (qualitative data).
- **Action Plan** - The quantitative and qualitative information when combined is very powerful and accurate.
- **Solutions** - Will be tailored towards individuals, the company vision and direction and driven by evidence.
- **Measure Impact, ROI & Review** - Measure impact (Did it make a difference to people's lives?) What is my return on investment? Review and plan.

