



Building Mental Health

Bill Hill



**MENTAL
HEALTH
AT WORK**



Construction
Industry Helpline
0345 605 1956



www.constructionindustryhelpline.com

BuildingMentalHeath.net
Time to CHANGE... Time to TALK.



Building Mental Health



**MENTAL
HEALTH
AT WORK**



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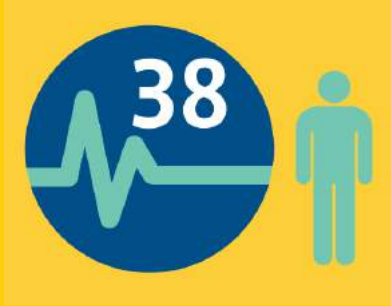
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Construction Sector

- **330,000** construction businesses
- +90% of which are SMEs.
- c. **£370 billion** in 2016
- Adding **£71 billion** to the UK economy
- **9%** of GDP.
- **2.1 million people**
- **7.4%** of the UK's workforce
- Over 80% are small businesses employing less than 10 people
- 87% Male dominated
- 53% of the workforce self employed





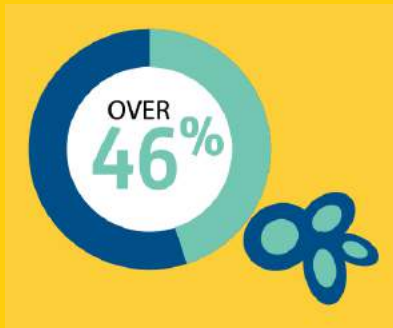
Every year there are on average 38 fatalities on our building sites



Every year there are over 2,000 major accidents that incapacitate the worker in such a way they cannot return to work



Every year there are over 82,000 new or long-standing cases of work-related illness reported that can be directly attributed to working within construction



Over 46% of all occupational cancer cases in the UK are directly attributed to working in construction



Every year over 2.4 million man-days are lost through injury or illness in our industry



Stress, depression or anxiety accounts for a fifth of all work-related illness



Every single working day in the UK two construction workers take their own life

Construction Risk Factors

- long working hours
- Relationship break-downs
- transient working conditions
- lack of help-seeking behaviour
- unhelpful masculine stoic beliefs
- social isolation
- Mental health problems

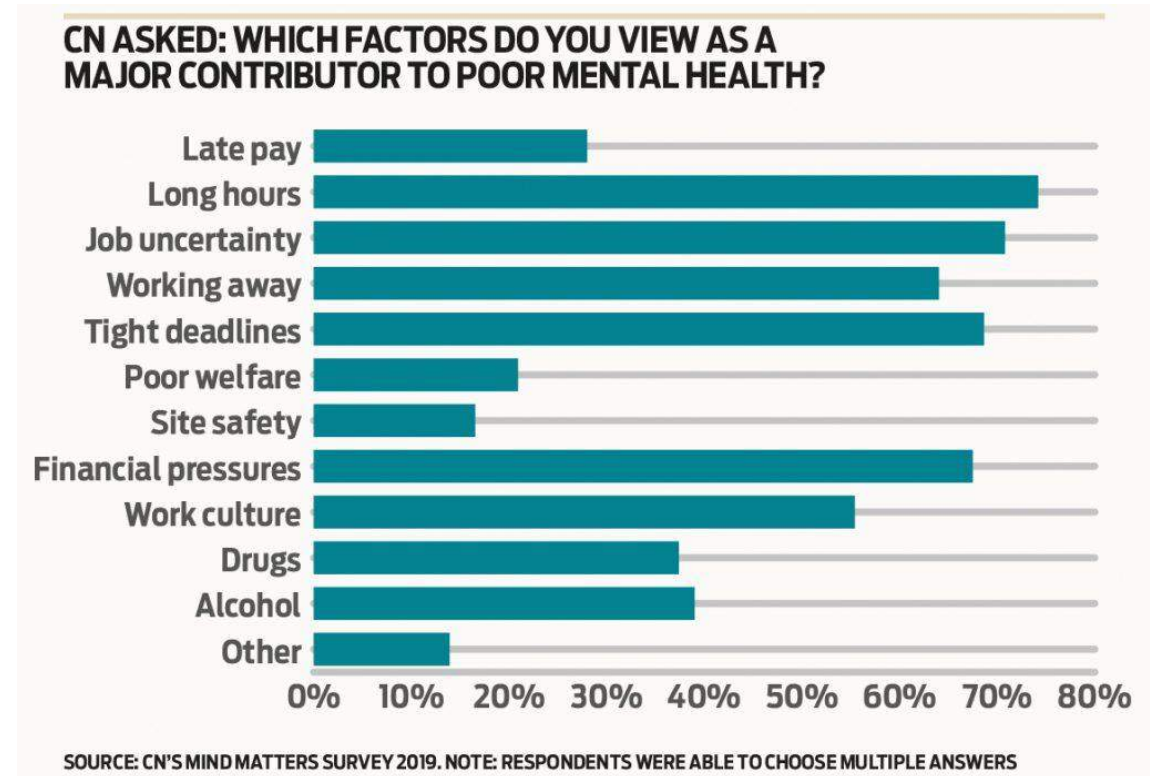
Heller et al., 2007; Milner et al., 2017; Player et al., 2015.

- Substance abuse is also a risk factor for suicide

(Cavanagh, Carson, Sharpe & Lawrie, 2003; Pompili et al., 2010)

- construction workers have higher rates of drug and alcohol use than the general population

Bush & Lipari, 2013; Hersch, McPherson & Cook, 2002



Construction Risk Factors

- Mental illness has also been identified as one of the strongest predictors of suicide risk

(Cavanagh et al., 2003; Fleischmann et al., 2005)

- Depression in particular is associated with suicide

(Bertolote, Fleischmann, De Leo & Wasserman, 2004; Isometsa, 2014),

- Men working in male-dominated industries have high rates of depression

(Roche et al., 2016).

Demographics - London

Nationality	Number on Site
English	290
Romanian	203
Bulgarian	92
Lithuanian	27
Polish	26
Latvia	14

Top 6 of total workforce	84%
Total Number of Nationalities	41
Total Number of Operatives	774



- Males working in the lowest-skilled occupations had a **44% higher risk** of suicide than the male national average; the risk among males in skilled trades was **35% higher**.
- The risk of suicide among low skilled male labourers, particularly those working in construction roles, was **3 times higher** than the male national average.
- For males working in skilled trades, the **highest risk** was among building and finishing trades, particularly, plasterers and painters and decorators, who had **more than double the risk of suicide** than the male national average.

EVERY SINGLE
WORKING DAY
IN THE UK
TWO CONSTRUCTION
WORKERS TAKE
THEIR OWN LIFE



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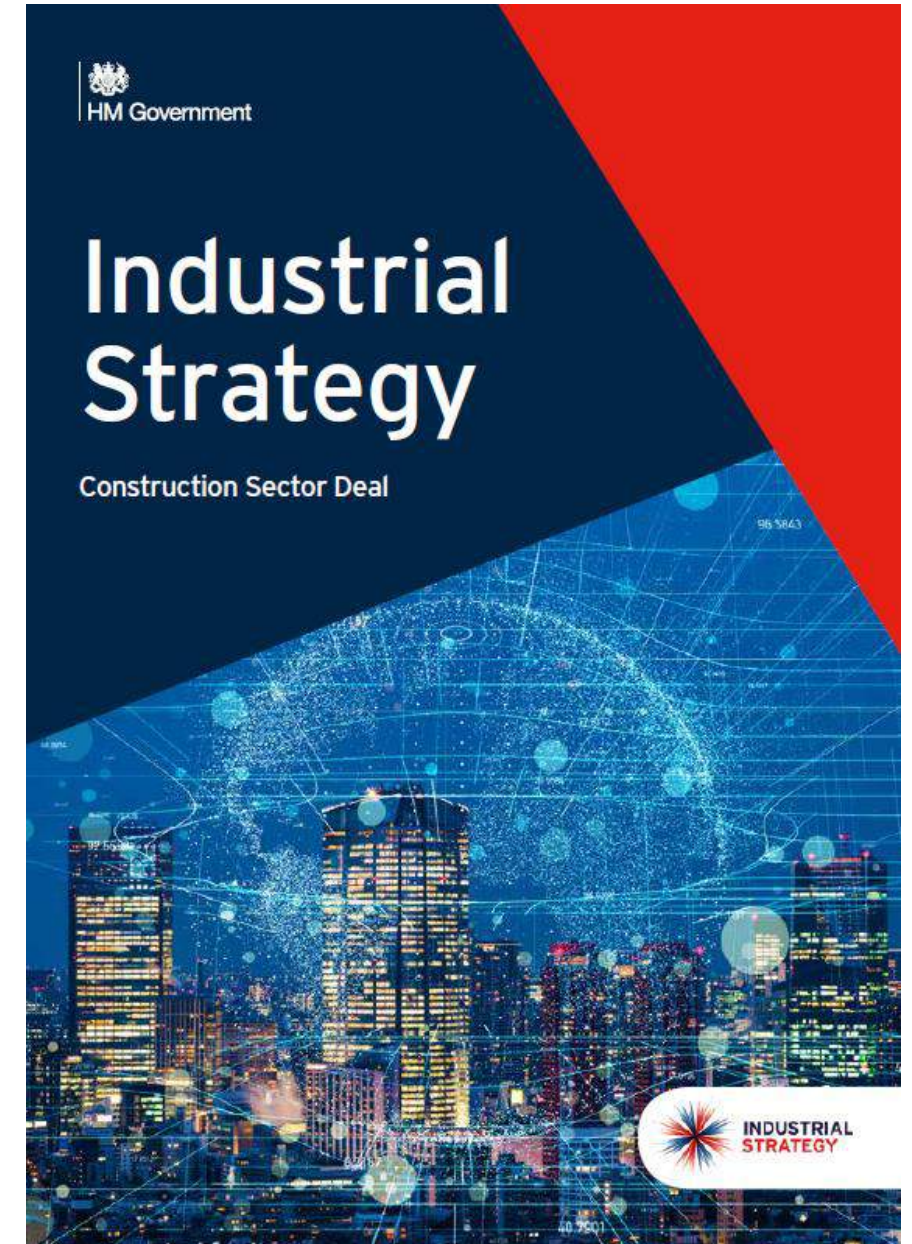
www.constructionindustryhelpline.com

Construction Sector Deal

05 July 2018

Thriving at work

The Stevenson / Farmer review
of mental health and employers



TAKING ACTION !

Thriving at work

The Stevenson / Farmer review
of mental health and employers

- Produce, implement and communicate a mental health at work plan;
- **Develop mental health awareness among employees;**
- **Encourage open conversations about mental health and the support available when employees are struggling;**
- Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development;
- **Promote effective people management through line managers and supervisors;**
- Routinely monitor employee mental health and wellbeing.

BUILDING MENTAL HEALTH



This is an online resource portal, led by active industry volunteers and experts, providing companies with information and best-practice guidance to facilitate greater mental health awareness and support to their employees. Simply put, the goal is to:

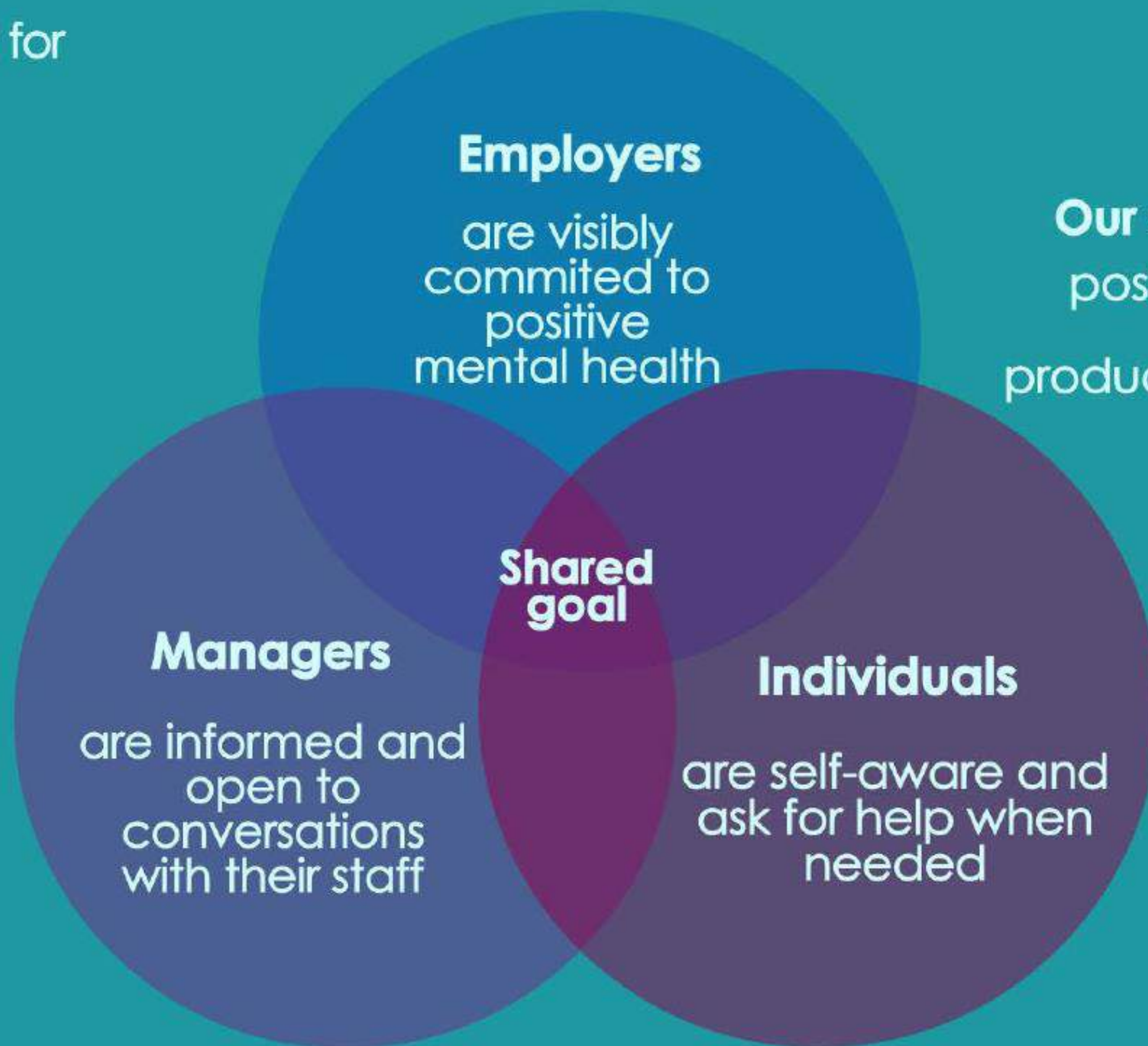
- **Encourage the industry to engage and embrace the mental health agenda**
- **Make best practice and information readily available and wherever possible for FREE**
- **Ensure that the industry takes a huge leap forward to reduce the stigma surrounding mental health by getting the conversation started and educating as many as possible as to where and when to seek help**

www.buildingmentalhealth.net

Acas framework for positive mental health at work



Our shared goal is:
positive wellbeing
and
productive workplaces






1 Commit to making a difference
Change in the workplace starts with your management. Sign our Building Mental Health charter and make a commitment to join us in improving mental health in our industry.

Sign the charter:
buildingmentalhealth.net

Building Mental Health

This is to certify that

 generic logo
company

will adopt and commit to the principles of the
Building Mental Health Charter





Principles

Our company is signing this charter and pledging to:

- Provide awareness and understanding of good mental health and mental ill health to our workforce through facilitated workshops, with the aims of:
 - Reducing Stigma and Discrimination
 - Encouraging Conversation in the Workplace
- Educate and enable champions from across the workforce who can keep people safe
- Provide access to accredited Mental Health First Aid training and provide assistance to signpost workers to support in their communities.
- Recognise and accept education and training provided by peers and Building Mental Health partners

As a company, we are committing to the Building Mental Health Framework which underpins the values of our business and supports people in our industry, every day, and throughout their working lives.

Name – Title
Organisation
Sign up Year
2018



www.constructionindustryhelpline.com

The companies who
have committed to
making a difference to
mental health in our
industry

thank you

[SIGN THE CHARTER](#)



Over 325 Companies

Building a successful Mental Health Culture in your organisation

Construction Industry Helpline App

CONSTRUCTION INDUSTRY HELPLINE
0345 605 1956
CONFIDENTIAL 24/7 SUPPORT

Time to
CHANGE
Time to
TALK

Technology Partner



USING TECHNOLOGY
TO SAVE LIVES
IN CONSTRUCTION

2 Introduce a helpline

If you haven't already got an Employee Assistance Programme, use the charity EAP and order your Construction Industry Helpline Pack, which lets your staff know where they can turn to with promotional posters and wallet-sized cards.

Order a helpline pack:
constructionindustryhelpline.com

Encourage staff to download the new Construction Industry Helpline App.

Sign the charter:
buildingmentalhealth.net



Time to CHANGE Time to TALK

The Construction Industry Helpline provides a 24/7 safety net for all construction workers and their families

- Advice on welfare and mental wellbeing
- Emergency financial aid
- Support on legal, tax and debt management matters

Construction Industry Helpline

Confidential 24/7 helpline available to the industry's workforce and their families

0345 605 1956

CONFIDENTIAL 24/7 SUPPORT

EXPERT ADVICE AND SUPPORT IS JUST A PHONE CALL AWAY

Non-medical emergency NHS Direct CALL 111 when it's less urgent than 999 111	Emotional support 24/7 SAMARITANS 116 123	Cancer advice & support WE ARE MACMILLAN. CANCER SUPPORT 0808 808 00 00	Prostate cancer support PROSTATE CANCER UK 0800 074 8383
Social benefits advice TURN2US 0808 802 2000	Relationship support relate the relationship people 0300 003 0396	Bereavement support Cruse Bereavement Care 0808 808 1677	Mental health support mind for better mental health 0300 123 3393

Construction Industry Helpline
0345 605 1956
www.constructionindustryhelpline.com

CONSIDERATE CONSTRUCTORS

Lighthouse CLUB
The Construction Industry Charity

Lighthouse Construction Industry Charity, National Office, 1st Floor 11 Northgate Street, Ipswich, IP1 3BX
Charity Registration Number 1149488 (England and Wales) Company Registration Number 08244118

The Construction Industry Helpline provides a 24/7 safety net for all construction workers and their families in the UK and Ireland. It is a charitable service funded by the industry, for the industry, and provides:

- Advice on welfare and mental wellbeing
- Emergency financial aid to construction families in crisis
- Support on legal, tax and debt management matters



National Office, 1st Floor, 11 Northgate Street, Ipswich, IP1 3BX
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Building a successful Mental Health Culture in your organisation

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3 Deliver a Mental Health Tool Box Talk

The talk should last about 1 hour and should be presented to all employees to raise understanding of the issues surrounding mental health and the importance of starting a conversation and talking. Try to make it interactive.

Download and adapt our free Tool Box Talk:
buildingmentalhealth.net



Building Mental Health
Tool Box Talk
Time to CHANGE... Time to TALK!



BuildingMentalHeath.net
Time to CHANGE... Time to TALK.



Free Toolbox Talk Download

www.BuildingMentalHealth.net

The screenshot shows a web browser window with the URL <https://www.buildingmentalhealth.net/resources.html#>. The page has a navigation bar with links: HOME, SIGN OUR CHARTER, RESOURCES, SUPPORTERS, ABOUT, and MORE... The main content area is titled "STEP 2:" and contains the following text:

STEP 2: Create an interactive Tool Box talk to raise the awareness of everyone in the organisation to the mental health issues we have and help educate them on identifying possible signs of stress, anxiety and depression and how to start the conversation. If you do not have a "Tool Box" talk already in place then download and use this template version. It comes with a guidance note and is fully scripted. Simply click on the image opposite and the link will take you to the download site... but beware its a big file with 3 videos in it. (78MB)

If you have remote workers who cannot attend the "Tool Box" talk, Considerate Constructors have a self paced course available on line. This is FREE but you will have to register your name and details

Below the text is a large image with the following content:

- Building Mental Health Tool Box Talk
- Time to CHANGE... Time to TALK!
- Logos for citb, Considerate Constructors, Construction Industry Training Board, and BuildingMentalHealth.net
- Text: Click on the above image to download the Building Mental health Tool Box Talk
- Considerate Constructors Scheme BEST PRACTICE HUB
- Mental Health Awareness E-Learning

A large red arrow points from the right side of the image towards the download link area.

At the bottom of the browser window, there is a cookie notice: "This site uses cookies to assist with navigation, analyze your use of our site(s), and assist with promotional and marketing efforts. [Cookie Policy](#) [Remind Me Later](#) [Accept Cookies](#)"

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4 Deliver a Mental Health half or one day awareness training

This opportunity should be made available to anyone who might need more information on mental well-being, for example managers, foreman or supervisors. This gives a more in depth understanding of mental health and will provide some tools for colleagues to help signpost individuals who are struggling to get the appropriate support.

For a list of construction aligned mental health awareness training visit:
buildingmentalhealth.net



MHFA



Building a successful Mental Health Culture in your organisation



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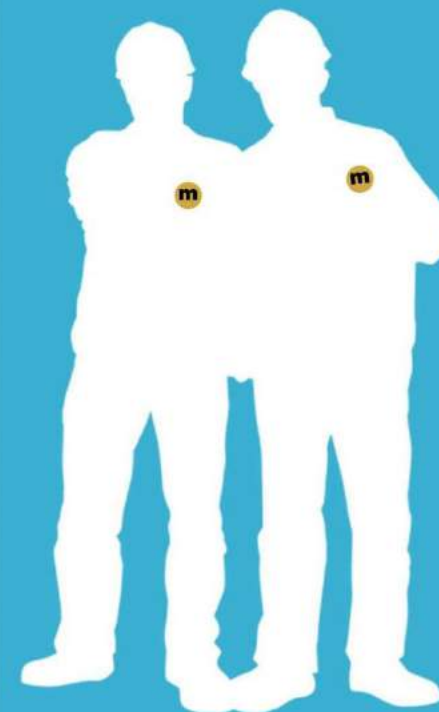
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5 Ensure you have enough Mental Health First Aiders for your place of work

Set a policy within your company to have a healthy ratio of certified Mental Health First Aiders for every worker or contractor on site. Staff can be trained and certified through a nationally recognised course which usually lasts 2 days.

Further advice and information:
buildingmentalhealth.net



BMH Progress

Instructors

- 139
- *(Newcastle will begin 25 Sep 19 and will include another delegate, he was unwell and couldn't complete the London cohort so will join days 4-7 and the 139 here will become 140 soon!)*

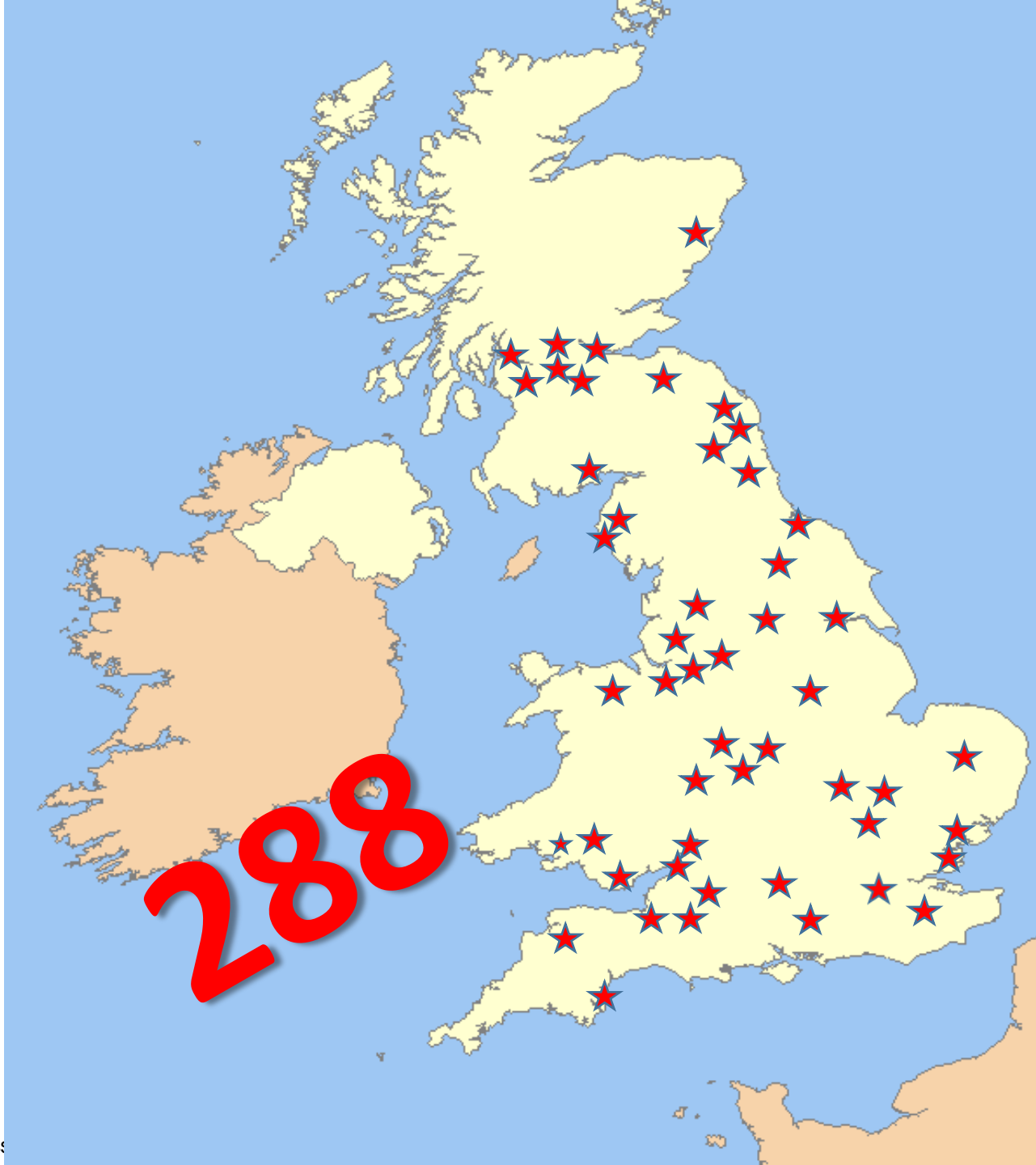
Courses run

- Adult MHFA Two Day = 149
- Adult Mental Health Aware Half Day = 95

No of people trained

- Adult MHFA Two Day = 1,956
- Adult Mental Health Aware Half Day = 1,131





BMH Training Network



MHFA WALES
Mental Health First Aid



University for the Common Good

Building a successful Mental Health Culture in your organisation

Don't forget to keep reviewing and monitoring wellbeing and introducing best practice from other companies.

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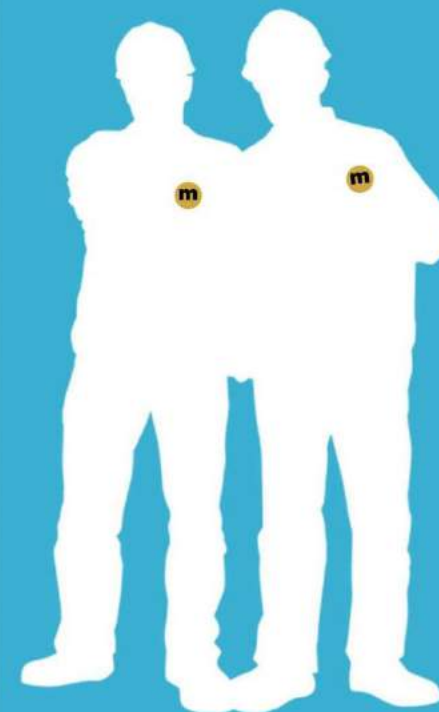
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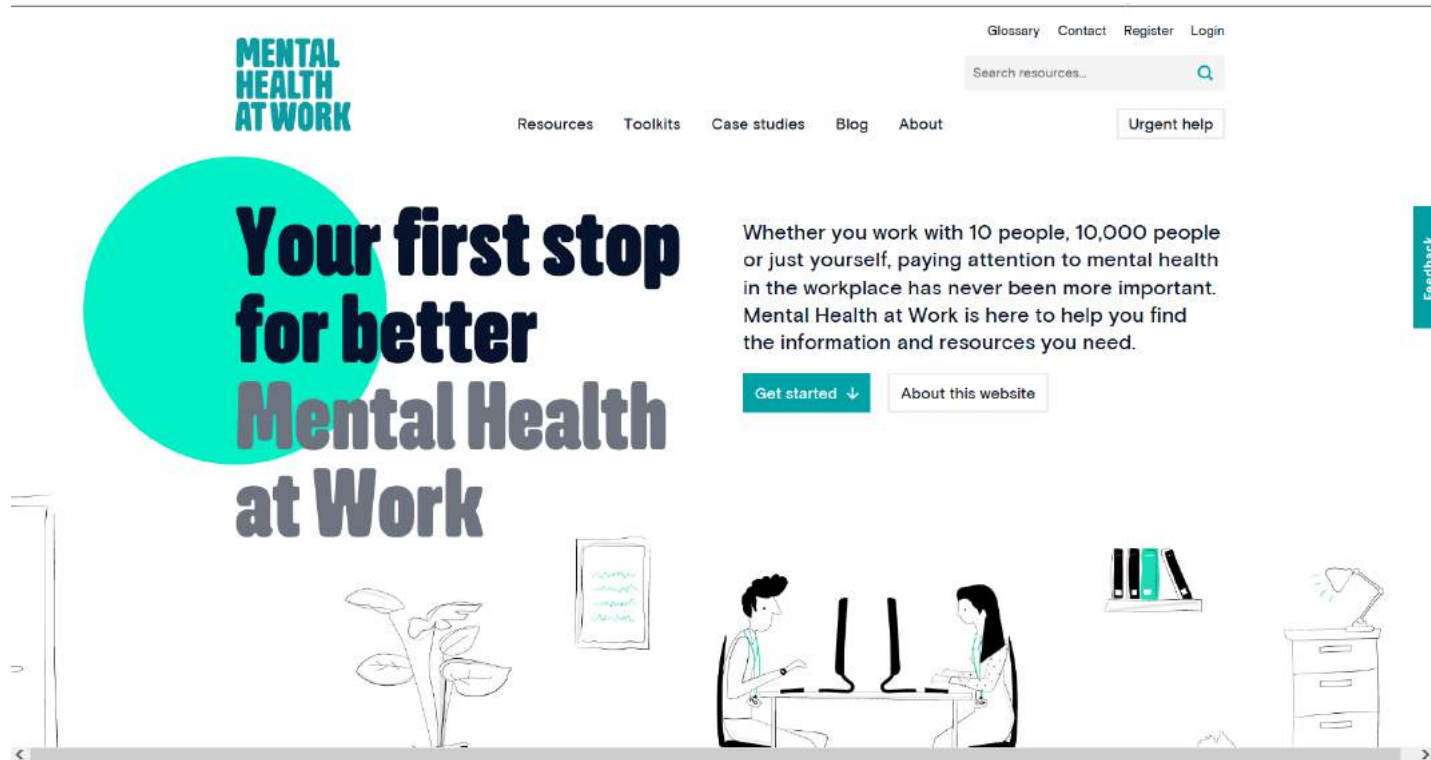
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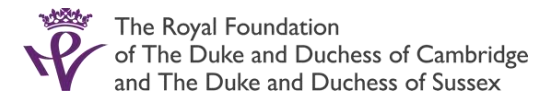
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Curated by Mind, supported by the The Royal Foundation and our partners

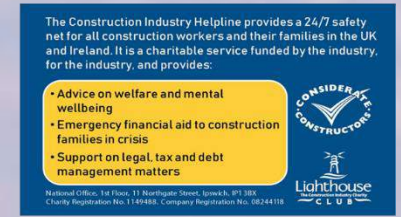




“No worker should be alone in a crisis”



USING TECHNOLOGY TO SAVE LIVES IN CONSTRUCTION



On-Site



ABOUT US

We are the only charity dedicated to the delivery of wellbeing and financial support to the construction workforce and their families in crisis.

- Established 1956
- Raising over £18.5 million
- Supporting over 18,500 construction families in crisis



Construction
Industry Helpline
0345 605 1956



www.constructionindustryhelpline.com

Construction
Industry Helpline
0345 605 1956

98%

98% of callers reaching out for mental health and wellbeing support were given professional counselling funded by us

10,000

Over 10,000 downloads of the Construction Industry Helpline app signposting users to professional and expert support



138 Mental Health First Aid instructors who have in turn trained **1,956** Mental Health First Aiders on a 2 day course and **1,131** Mental Health First Aid on a half day awareness course

Building
Mental Health **m**

10,000

Building Mental Health portal accessed by 10,000 users



2,700

Over 2,700 downloads of free tool box talk



480,000

Over 480,000 helpline cards distributed

Total Spent on Charitable Services:

£1,482,850

Helpline and Wellbeing including Financial Support:

£1,229,288



Construction
Industry Helpline 
0345 605 1956

www.constructionindustryhelpline.com



Our 24/7 helpline provides the gateway to our portfolio of charitable services and last year we saw a significant increase in demand which has continued into 2019. On the positive side it means that we are supporting more people, but it also means more construction families in need are reaching a crisis point before seeking help.

Education and Training:

£233,822



Improved education and training are key to addressing the poor mental health issues within our industry. As one of the founders of the Building Mental Health programme and with funding for training from the CITB, huge progress has been made to date with more training and development ongoing in 2019.

Health and Safety Innovation:

£19,740



Our Construction Industry app was launched in December 2017 with support from construction software firm, COINS. The app complements our existing 24/7 helpline and provides another route to support for people who may not feel ready or comfortable talking about their situation. With over 10,000 downloads so far, the next phase of the app is already in development in response to user feedback and industry demand.



MAKING AN IMPACT

Cases presented to the
Construction Industry Helpline



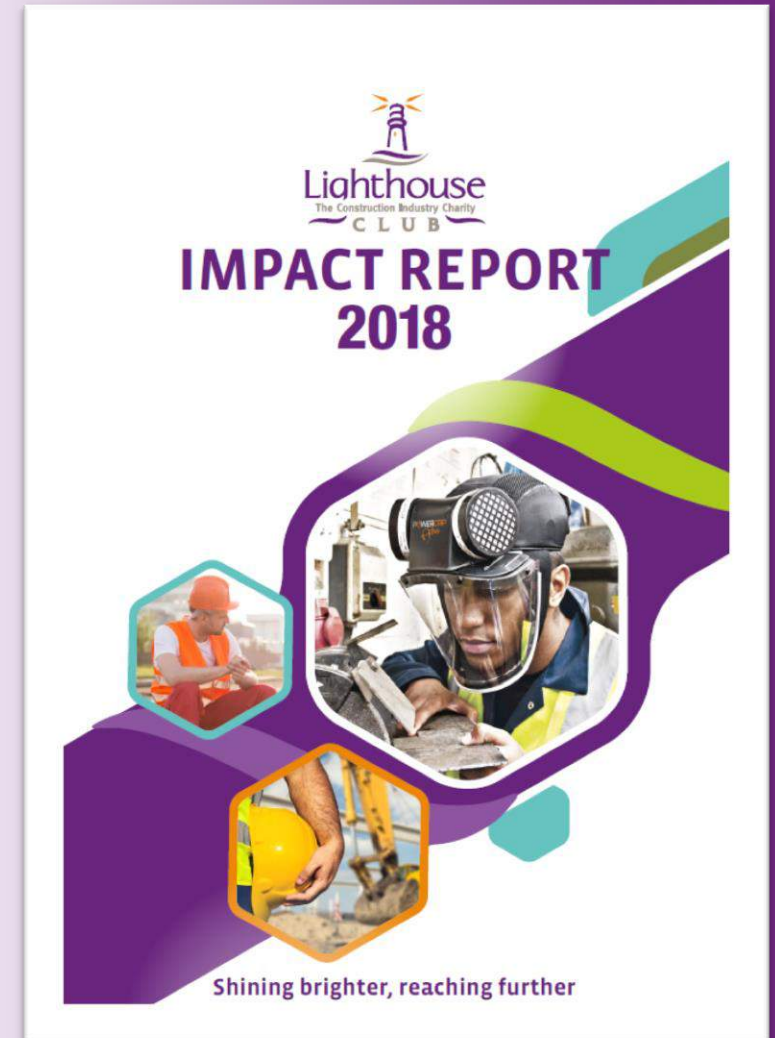
Charitable support services delivered to families



Families needing financial assistance

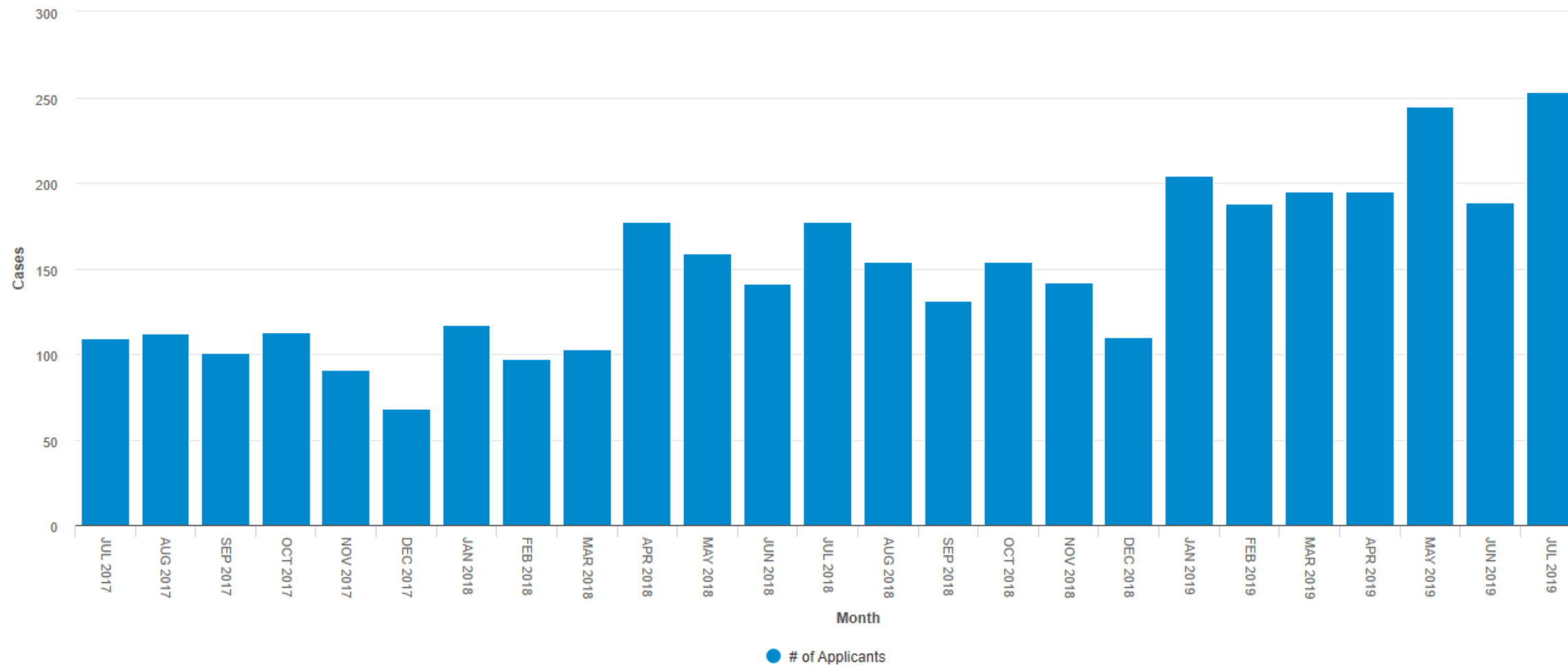


Families receiving advice on welfare and
mental wellbeing



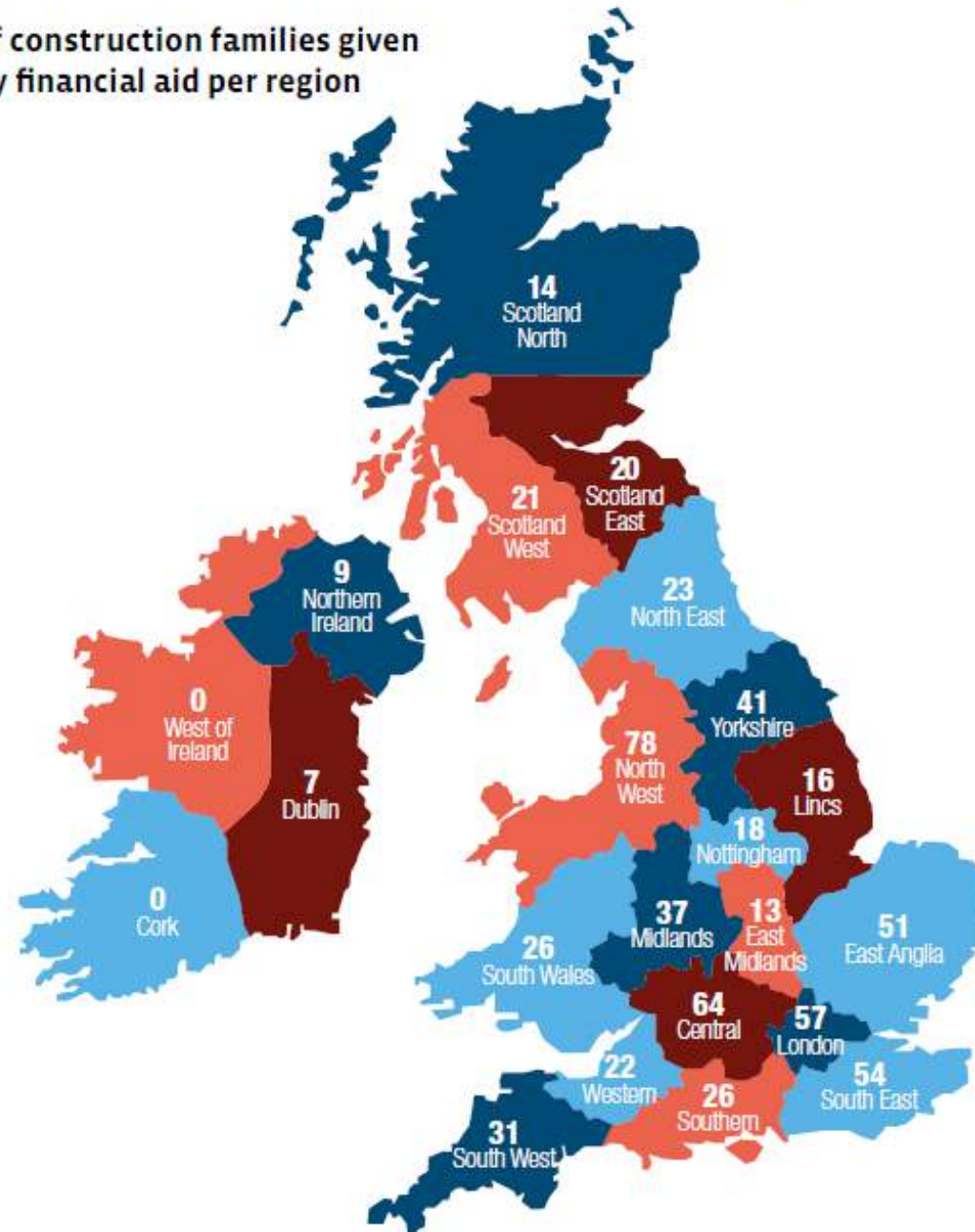


Applicants Initial Contact > Cases Previous Year



Helpline and wellbeing

Number of construction families given emergency financial aid per region



MAKING AN IMPACT

Top three reported accidents

51%

Sprains, breaks and ruptures



23%

Brain and head injuries



9%

Loss of limb



Top three reported illnesses and cause of death

56%

Cancer



32%

Mental health



4%

Respiratory conditions



Top six occupational groups seeking assistance

21%

Builder, brick layer



13%

Ground worker



13%

Plasterer, dry liner, fitter, decorator



11%

Roofers, scaffolders



11%

Carpenters, joiners



10%

Plant operatives



IMPACT REPORT 2018



Shining brighter, reaching further

41%



of people agreed that they felt satisfied with the support given by their employer after raising a mental health issue

28%



54%



of people didn't tell their employer the real reason for taking time off work

60%



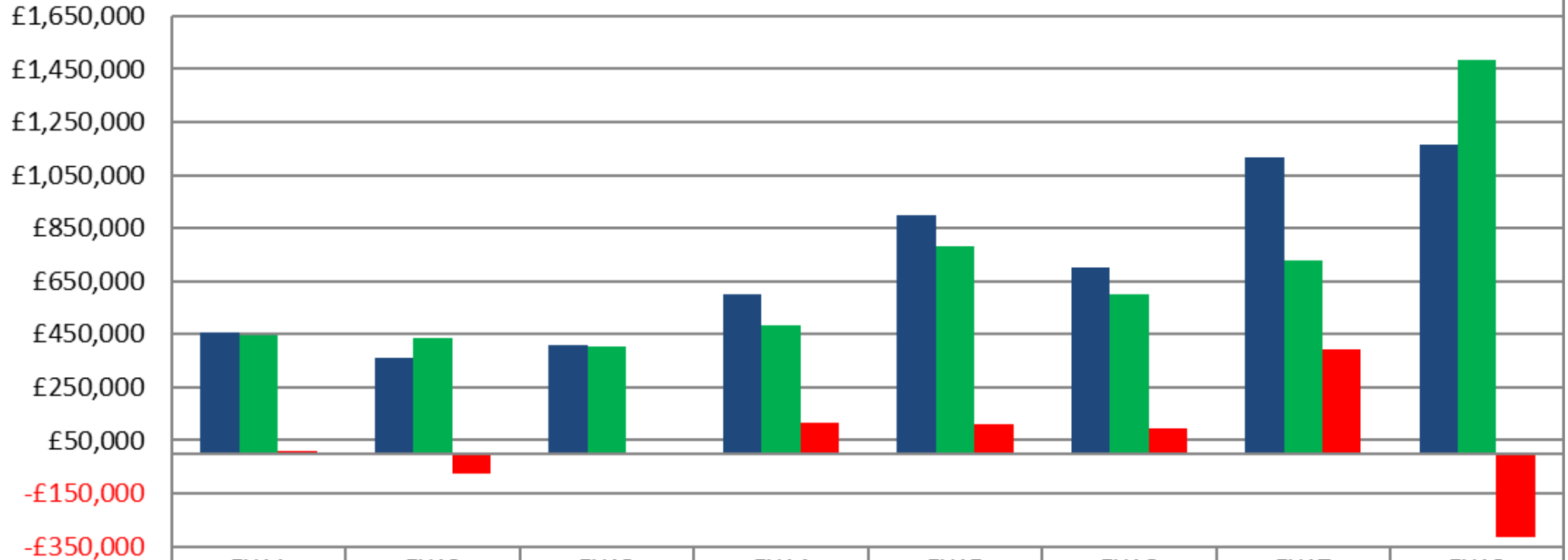
60%

of people agreed or strongly agreed that there was not enough awareness about mental health in the industry

88%



Financial Performance



	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18
■ Funds Generated	£455,248	£363,415	£408,296	£600,164	£896,256	£699,214	£1,119,415	£1,166,719
■ Charitable Giving	£447,941	£436,631	£405,960	£483,537	£783,426	£602,314	£728,076	£1,482,850
■ Surplus/Deficit	£7,307	£-73,216	£2,336	£116,627	£112,830	£96,900	£391,339	£-316,131

Act now!

If your company can pledge an annual donation please let us know and we will be in touch.

EVERY SINGLE WORKING DAY IN THE UK TWO CONSTRUCTION WORKERS TAKE THEIR OWN LIFE

CONSIDER THE CONSTRUCTION Industry Helpline 0345 605 1956 
www.constructionindustryhelpline.com

Please contact me about supporting our construction families in crisis

First name: _____
Surname: _____
Company: _____
Mobile: _____
Email: _____

I am interested in...

☐ Becoming a Company Supporter
☐ Holding a Lighthouse Day
☐ Volunteering
☐ Other _____

Where did you get this card?
☐ Regional event
☐ Exhibition/show
☐ National event
☐ Golf event
☐ Other _____

Simply return this card to a member of our team or use the Freepost address on the reverse (no stamp needed) and we will be in touch - together we can make a difference.



This is what *we* can do

Leadership

So important

Communicate

Do something

Educate

Give people tools

Clear Pathways....

To help and support

Question ?

When people are in a good place, mentally and emotionally

.....are they less likely to cause or come to harm?

10 WAYS TO LOOK AFTER YOUR MENTAL HEALTH



Talk about your feelings



Keep active



Eat well



Take a break



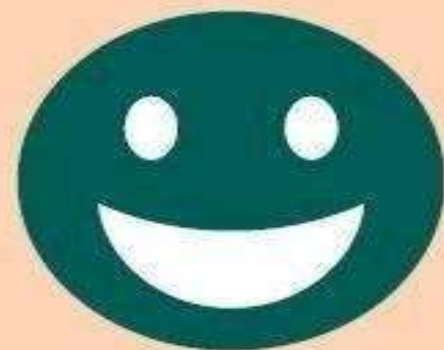
Drink sensibly



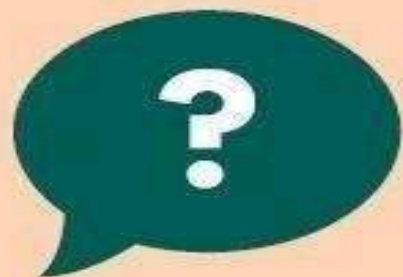
Keep in touch



Do something you're good at



Accept who you are



Ask for help



Care for others



Mental Health
Foundation

[mentalhealth.org.uk](https://www.mentalhealth.org.uk)

3 Golden Nuggets



Ask Twice



Seek to understand
before you seek to be
understood



Always be kind





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