



**2018**  
**Annual Report**



# Acknowledgements

Mates in Mind would like to acknowledge the following, not only for their contributions to our first Annual Report, but also for their contributions to our charity's first year of action. It is only with the support we have received from the following organisations, groups and individuals that Mates in Mind has transformed the workplace mental health of so many across the industry.

## Mates in Mind's Board of Trustees

Steve Hails (Chair), Heather Bryant, Kevin Myers, Fiona Malcolm, Samantha Peters, Mike Robinson

## Advisory Panel

Dr John Ballard, Prof Stephen Bevan, Laura Cameron, Dr Max Henderson, Chris McTear

## Business Champions

Balfour Beatty, DE Group, eight20, Galliford Try, Mineral Products Association, RSE Group, Sellafield, Tarmac, Tideway and TRIfuild.

## Fundraisers

We would like to extend our grateful thanks to all who have supported us through their fundraising efforts. Your donations have enabled us to build our support and reach more people with our message.

## Founding Partners

We are grateful to the British Safety Council and the Health in Construction Leadership Group for their ongoing direct contributions to our charity and our programme of work.

## Volunteers


We would also like to thank the many people who have volunteered and provided additional expertise to us during the past year from all parts of the industry on an ad hoc or on-going basis. Your actions have been an important element in helping our small team.

## Image acknowledgements

We would like to thank all those who provided us with the images used in this report. The images of our Supporters' activities across this year, captured from the public domain, show the amazing support this issue has amassed.

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## Contact us

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# Chairman's review

**It has been a little over 18 months since the charity Mates in Mind started delivering to the construction industry. This was in direct response to a stark reality of the growing evidence of mental ill-health within its working population and with rates of suicide higher than any other UK industry sector.**

This situation is unacceptable – most of all because behind each of those numbers was a person suffering, often needlessly, without recourse to help and in a working environment which could conceivably be making matters worse. There was overwhelming agreement garnered by the Health in Construction Leadership Group that this situation was not acceptable, neither morally or economically in terms of ensuring the long-term viability of the sector. Like with physical safety nearly two decades before it, the construction industry has demonstrated how purposeful progress can be made on complex issues when it pulls together and takes ownership of its problems. Mates in Mind is key to focusing that attention to make a change.

This Annual Report tells a story of rapid progress in our first full year of activity. Mates in Mind has been a catalyst for driving a concerted cultural change in our industry. Mental health literacy is on the rise. I now frequently hear instances of how a worker, aware of their mental wellbeing, has felt able to talk to their boss or a colleague to say they are feeling unwell. Their boss or another colleague – informed and compassionate – can now provide a caring ear and if necessary, can confidently signpost to where more help can be sought.

Before Mates in Mind, this was rarely the case. As an industry, we typically floundered in these situations and too often resorted to telling people to, in effect, 'man-up'. I have no doubt that sadly that retort continues to be heard on construction sites as we still have much more to do. But Mates in Mind has established a platform for making things better. We have an opportunity and, in ever increasing numbers, the commitment to make

the construction sector one of the most mentally healthy places to work. I encourage those who have not already done so to get involved by supporting Mates in Mind and benefiting from its range of structured help and resources. And to the many who are already supporters, to thank them and urge the continuation of their important work to reduce the stigma that surrounds the issue and to further their efforts to improve the mental wellbeing of all their staff and workers.



A handwritten signature in black ink, appearing to read 'Steve Hails'.

**Steve Hails**  
**Chair | Board of Trustees**



# Recognising the impact on people in the construction industry



**1 in 4** will experience a mental health problem each year *(MIND)*



In 2017 the overall cost of mental health problems to UK employers was almost **£35 billion** *(Centre for Mental Health, 2017)*



**34%** of construction workers surveyed had experienced a mental health condition in the last 12 months *(Randstad, 2017)*



**73%** felt that their employers do not recognise the early signs of mental health problems *(Randstad, 2017)*

Suicide rates among construction workers was **3.7 times** above the national average, and among building finishing trades, including plasterers, painters and decorators, was **twice** the national average for England between 2011 and 2015. *(Office of National Statistics 2017)*

**1 in 4** UK employees reported having a physical health condition, and **1 in 5** of those employees with physical health conditions also reported having a mental health condition. *(Public Health England, 2019)*



# Our approach

We are striving to transform workplace mental health by raising awareness and understanding.

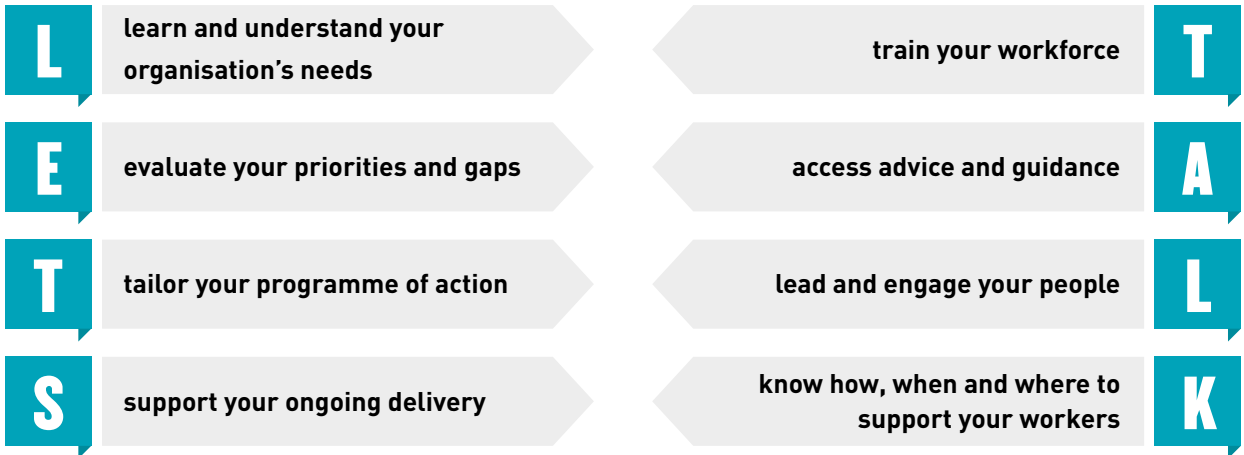
By promoting cultures of positive wellbeing we are overcoming the stigma and silence around mental health, and we are helping people to understand what support they can receive, how and where to find it.

Our approach integrates tools and frameworks which enable organisations not only to manage the impacts of mental ill-health amongst their workforce, but also to take preventative action.



## Let's talk

## Mates in Mind works with you to



# We believe

We understand that tackling mental ill-health is a **complex** and often a **personal challenge**. Therefore, when supporting organisations to develop sustainable and mentally healthy workplaces, we promote a **holistic approach**.

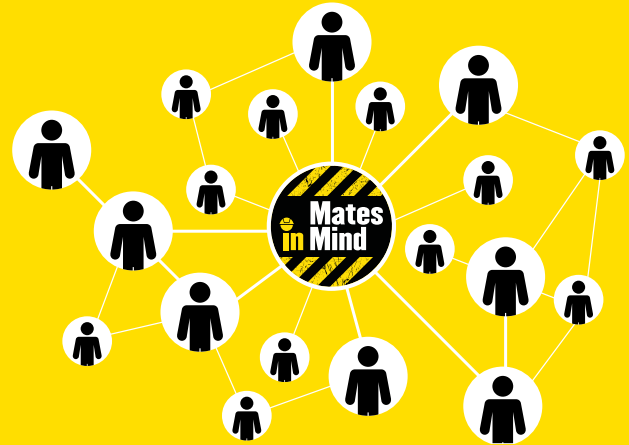
- **There is no health without mental health** – our joined-up approach was created with this in mind
- Driving **meaningful, long-lasting change across the industry** comes through understanding and working with the industry and not simply attempt to promote a one-size-fits-all 'solution' to a problem
- **Working together** with employers and industry, we are enabling organisations to create a positive mental health environment.

# Some of our achievements in 2018



**9 Business Champions**

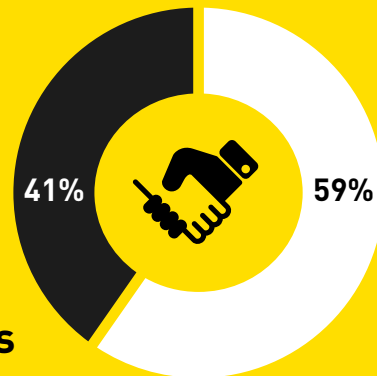
**185 Business Supporters**



**...reaching through to more than 187,000 employees**



**...facilitating training across the UK**



**Supporters who are large employers**

**Supporters who are SMEs**



**We provided resources directly to 5,600 people**



**We supported 76 industry events**



**...and saw more than 36,000 visitors to our website**

# Delivering impact in partnership with industry

We have been delighted to have worked with organisations across the industry to transform mental health, and value the commitment they have given to help shape this conversation.



“ There is recognition from organisations and industry leaders that keeping people healthy is not limited to physical wellbeing, but also requires the provision of a supportive environment, with a knowledgeable workforce, who understands the benefits of positive emotional health. Through the supportive environments and conversations facilitated by Mates in Mind, a meaningful cultural change is happening across

the industry, making it easier for those who are struggling to open up, and be heard and helped.

The British Safety Council is a proud Supporter and one of the founding partners of Mates in Mind. We are delighted to champion the ongoing development of Mates in Mind as it continues to support the construction industry and raises the profile of this important issue in other industry sectors.”

**Mike Robinson | Chief Executive | British Safety Council**

“ Following early discussions in 2017 between the Workplace Health Leadership Group (NI), HSENI, CITBNI and Mates in Mind, we worked collaboratively with the charity to introduce a programme specifically tailored to Northern Ireland.

During the initial pilot phase which ran from March 2018 into January 2019, it received exceptionally positive feedback from circa 500 participants who were representatives from larger contractors and SMEs.

We were naturally delighted by the quality of feedback. One of my colleagues even exclaiming that it was the best feedback he had ever seen. The approach developed by Mates in Mind clearly had a real impact on those seeking to support, right from the start.

We are very pleased to have worked alongside a charity which aims to improve workplace mental health, taking into consideration the specific needs Northern Ireland has in this area and are keen to deliver a bespoke arrangement addressing the unique challenges in Northern Ireland.”

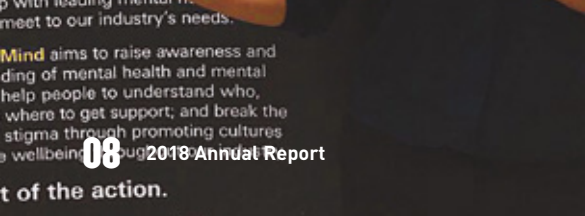
**Richard McIvor**  
Workplace Health Leadership Group | Northern Ireland



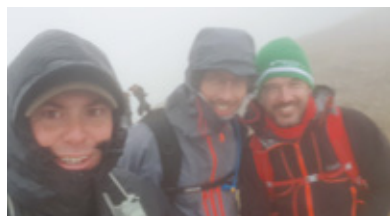
# Working with the industry

We would like to thank all our Partners and Supporters for their ongoing engagement and help. Together we have surpassed our initial target of reaching 100,000 workers by 87% in our first year.

Our first year's successes lay the foundations for the change we are striving to bring about. We will continue to help shape workplace cultures that put people at the heart of what they do.







# Looking forward

**I am delighted to have joined Mates in Mind as Managing Director in December 2018, and to witness the impact Mates in Mind has made within the construction industry in such a short space of time. This includes enabling important conversations on workplace mental health across the sector, from worksites to boardrooms.**

Since joining the charity, what I have been struck by is the personal commitment evident in so many of the stories which individuals have shared with me. Be they a site supervisor, a trainer, health and safety manager or an operations director, the sense is that the opportunity to make a change is now and by taking action together this becomes possible and more importantly, long lasting.

As we look forward to our next year of action, Mates in Mind will continue to build on all that we have achieved and learnt through work with our Business Champions and Supporters. Our commitment to delivering a 'whole organisation' approach to tackle mental health means that we will be continuing to expand our suite of tools and resources through an evidence-based approach. Work is already underway to develop an intervention post-suicide, tailored programmes for apprentices, as well as specific resources for more vulnerable and harder to reach groups. Over the coming year our programme will continue to develop to meet our Supporters needs and increase everyone's understanding of this complex issue.

The difference Mates in Mind is making across the UK construction industry has led to a number of other organisations and sector bodies reaching out to us for support. We recognise that our experience can benefit organisations in these other industries and sectors, and are delighted to be able to facilitate such change. However, we remain firmly committed to reach our objective of 75% of the construction industry by 2025.

When Mates in Mind began, we said, 'let's start the conversation' and change how workplace mental health is addressed. Looking ahead, there is still much work to be done to encourage workplaces to take this simple, yet crucial, initial step forward. However, we know there is a willingness to improve mental wellbeing and together, we will continue to drive our vision of realising the benefits of positive mental health to employers, individuals and the wider community.



A handwritten signature in black ink that reads "James Rudoni". The signature is written in a cursive, flowing style.

**James Rudoni**  
**Managing Director**

# Recognising good practice

In 2018 we launched our Impact Awards scheme. The awards are designed to recognise employers' good practice in mental health and wellbeing.

They celebrate and highlight the range of approaches which employers can take to bring about improved awareness and understanding of mental wellbeing, regardless of the size of the organisation.



## 2018 Mates in Mind Impact Award for SME category

**Winner: RSE Group**

RSE group was praised for their emphasis on bringing suppliers on board with their mental health initiatives, identifying and promoting 'champions' and ensuring active involvement of site managers. They were also recognised for providing clear evidence on the impact of their interventions, which demonstrated the positive change.

“Mates in Mind is the ideal platform to enable change in our industry and I am proud to be a part of it. Mates in Mind has helped support our employees, clients and suppliers to improve wellbeing.”

**Russell Stillwell**  
Managing Director | RSE Group

**Highly Commended for Large Organisation category:**  
Galliford Try and Thames Tideway

**Highly Commended for SME category:**  
Artelia



## 2018 Mates in Mind Impact Award for large organisation category

**Winner: Barhale Ltd.**

Barhale were recognised for undertaking a range of interventions within their wider health and safety strategy. This included, as a first step, the roll out of a comprehensive survey of the workforce, and subsequently ensuring alignment of interventions with NHS services and other partners.

“Barhale puts company wide health and safety, team spirit and a caring approach to each other at the very centre of everything we do. Our strong emphasis on these company values helped drive early commitment to good mental health for all our people, from senior managers to site-based staff.”

Winning the Mates in Mind Impact Award, gave us the confidence to 'drive on' with the company wide mental wellbeing programme and encouraged Barhale people to engage and commit to the programme. Since winning the award, we have been fortunate and proud to share successes and lessons learned with partners in the construction industry, including other construction companies and alliances.

We are proud and committed to helping Mates in Mind continue their good work, helping raise awareness, reduce stigma toward mental health conditions and improve mental wellbeing in the UK construction industry.”

**Joanne Southan, Andy Dodman, Rob Houghton, Dr Lisa Curran** | Barhale Ltd

# Developing awareness & skills in SME line managers

As part of CECA's *Stop. Make a Change* campaign, Mates in Mind delivered five days of free training courses across England to support SMEs, providing 162 line managers with the skills and insight to enable them to listen and talk with someone who might need to share a mental health problem.

The initiative was also delivered with the support of the Sustainability Supply Chain School and Mates in Mind's Business Champions Galliford Try and Balfour Beatty.



Briony Wickenden, CECA Head of Training and Development with Joscelyne Shaw and Denis Bertinchamps Mates in Mind

“Our members have identified mental wellbeing as one of the high priorities for industry and it became a focus of our *Stop. Make a Change* national safety stand-down event. We were delighted to be supported by Mates in Mind as part of this, providing support to SMEs across the UK to manage conversations on this issue.”

Alasdair Reisner  
Chief Executive | Civil Engineering Contractors Association (CECA)

## What some of our partners say



*“Mates in Mind has a strong presence and identity in the construction sector. They give us the confidence that we are using tried and tested techniques. It is a pleasure to work with them.”*

Philip Bason | Health Manager | Tarmac



*“Mates in Mind has enabled us to raise awareness of mental health amongst our employees. The initiative is excellent”.*

Roger Morton | Performance Director | Bovis Homes



*“Mates in Mind is the ideal platform to enable change in our industry, and I am proud to be a part of it.”*

Russell Stillwell | Managing Director RSE Building Services

# Laying the Foundations in Northern Ireland



Recognising the need in Northern Ireland, where there is a 25% higher overall prevalence of mental health problems than England as well as significantly higher levels of depression than the rest of the UK according to prescribing trends Mates in Mind, in partnership with the Workplace Health Leadership Group Northern Ireland, supported by CITBNI, delivered a programme of training and support.

This programme ran across the second half of 2018, with further courses provided to meet demand. Overall, 470 managers were trained by Mates in Mind's delivery partner, Inspire Leadership and Knowledge. The course provided managers with the tools and techniques to spot the signs of poor mental health, and to understand how to guide colleagues towards appropriate support



Keith Morrison, HSENI, Joscelyne Shaw, Mates in Mind, Barry Neilson, CITBNI and Richard McIvor, Workplace Health Leadership Group Northern Ireland

“Sole traders and small businesses represent the vast majority of construction workers in NI, a workforce that is often difficult to reach when it comes to mental health awareness and support, and largely without access to professional counselling support service. We welcome this partnership with Inspire and through a collaborative approach with our partners WHLGNI, CEFNI, FMB, CITBNI and BuildHealth NI, we have developed a programme that not only provides a solid range of training and awareness programmes, but also ongoing counselling support.”

**Richard McIvor**  
Workplace Health Leadership Group | Northern Ireland



“As a business, people are core to our success, and so we place great importance on their health and wellbeing. We therefore strive to improve our workforce’s mental and physical fitness by investing in our wellbeing programme and are a proud supporter of Mates in Mind.”

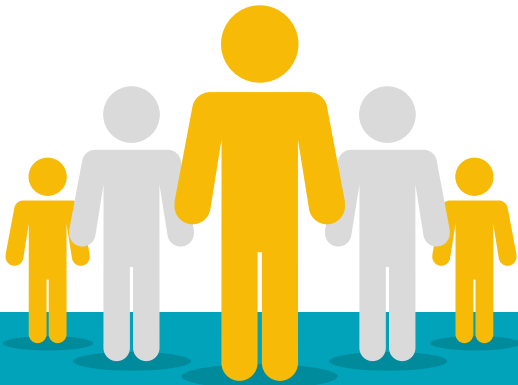
**Mike Webb | Head of Group Health and Safety | Galliford Try**



“The Mates in Mind team have been a great support in providing a friendly helpful and knowledgeable service to Balfour Beatty. The support and commitment from the team is excellent.”

**Heather Bryant | HSE&S Director | Balfour Beatty**

# Support us in changing the conversation on mental health at work



## 3 out of 5

### employees experience mental health issues because of work

*(Mental Health at Work 2018 Summary Report, 2018)*



## 33%

of the UK workforce have been formally diagnosed with a mental health condition at some point in their lifetime



## 68%

of managers still believe that there are barriers to providing support for the mental wellbeing of those they manage

## Let's talk

### Thinking of becoming a Supporter?

Mates in Mind supports you and your organisation to change the conversation on mental health. Join our community of Supporters by contacting us.

This year, we are expanding our support and resources. To find out how we can support your industry, please contact us.

## Contact details

 [support@matesinmind.org](mailto:support@matesinmind.org)

 020 3510 5018

 Twitter @matesinmind

 @matesinmind

 Facebook.com/MatesinMind

 LinkedIn.com/matesinmind

### Want to help us?

If you are interested in fundraising or volunteering for us, contact our team today.



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*Report compiled by:* Joscelyne Shaw, Director of Strategy and Fatima Latif, Communications Officer.

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**Be a mate**  
**Be the change**