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Members of Parliament

The House of Commons  
Westminster  
London  
SW1A 0AA.

**Thursday 17 January 2019**

Dear Members of Parliament

Mates in Mind is the UK's leading charity focused on workplace mental health within construction and associated industries. We are engaged with 190 organisations and reaching more than 185 000 individuals at all levels across the sector. Our work is enabling these individuals and their organisations to address the stigma around mental health in the workplace and to make a sustainable, lasting change.

We believe that:

1. Every organisation should understand mental health in the workplace
2. Every workplace should be enabled to promote cultures of positive mental health
3. Pro-active mental health management at work saves lives

This morning there is an important debate in the House of Commons Chamber with cross party support, being led by Luciana Berger, Johnny Mercer and Norman Lamb. The debate was called for by the public, business leaders and over 60 cross-party MPs.

The debate will focus on whether current Health and Safety legislation should be amended to ensure mental health is protected in the workplace.

Through detailed and long-established legislation, it is beholden on employers to ensure the physical health of their staff is protected. It is our view that there is no health without mental health and that without clear changes to workplace cultures, a real and lasting impact on workplace mental health and wellbeing will not be achieved.

At Mates in Mind we are experienced in educating employers and employees to consider that they are not just seeking to achieve an absence of mental ill-health, but rather to promote sustained and positive wellbeing. We support them to take a holistic and joined up approach ensuring their duty of care to their workers, which seeks to improve the overall wellbeing of their people and businesses. Our charity supports an evidence-based approach to policy, which would go beyond tackling the crisis of mental ill-health, but rather builds a positive mental wellbeing environment.

We ask that you would attend this debate and give voice to our position on this matter.

The team at Mates in Mind is available to provide information or briefings that would aid you in your parliamentary work. We can also help raise awareness with your local

businesses and constituents on workplace mental health and wellbeing. Please do not hesitate to contact us on:

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We look forward to hearing the debate.

Yours sincerely

A handwritten signature in black ink that reads "James Rudoni". The signature is written in a cursive style with a large, prominent initial 'J'.

James Rudoni  
*Managing Director*  
*Mates in Mind*