



# Impact Report 2020 - 2021



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# Acknowledgements

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Mates in Mind would like to acknowledge the following, not only for their contributions to our Impact Report but also for their contributions to the five years our charity has been operating. 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.



## **Board of Trustees**

Steve Hails (Chair), Heather Bryant, Paul Cottam, Nicola Hodgkinson, Mike Robinson Kevin Myers, Arun Muttreja.

## **Business Champions**

Balfour Beatty, DE Group, Galliford Try, Mineral Products Association, Tarmac, Tideway and VINCI.

## **Partners**

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

## **Volunteers**

The many people who have volunteered to support us over the last year have been a huge help to our small team in driving change. Whether on an ad-hoc or on-going basis, we would like to thank all those who have given their time, energy and expertise in order to further our cause.

## **Fundraisers**

Our fundraisers who persevered throughout the unprecedented challenge of Covid are an essential part of our growing community of support. Without the individuals and organisations who consistently raise awareness and funds in aid of our charity, we would not be able to continue supporting individuals across the UK and improving workplace mental health.


## **Images**

We would like to thank all those who captured and provided us with the images of support used in this report

## **Donors**

We would like to thank the generosity of all of our Donors including B&CE Charitable Trust and the Hobson Charity Grant.



The image is a full-page background photograph. It shows two construction workers in silhouette, standing on a building's steel framework. One worker is pointing towards the horizon. The sky is a vibrant mix of orange, yellow, and blue, indicating a sunset or sunrise. A large crane is visible in the upper left corner. The overall mood is one of industry and collaboration.

**We promote and lead on the development of positive mental wellbeing within the workplace. Mates in Mind works across industries, focusing on construction, as well as related sectors including transport, logistics, manufacturing, and others.**



# A note from our Chair and Managing Director

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Mates in Mind has recently celebrated its fifth anniversary. However, since our last impact report in 2019, I could never have imagined the challenges that our supporters and the sector more widely would have had to endure over the last two years. The restrictions implemented to protect us all during the coronavirus pandemic, through 2020 and 2021, have had an unprecedented impact on us all. Whilst large proportions of the UK workforce decamped to their new home-working arrangements, frontline workers continued in their efforts to battle the impacts of the virus and maintain essential services for us all. This included the construction, transport and logistics sectors. Excellent guidance, provided by the Construction Leadership Council, was essential in helping us minimise the risks presented by the virus as work continued. Nevertheless, the impacts have been severe and, again, the importance of good mental health and wellbeing and trusted support has been brought into sharper focus.

As a small charity we have also had to adapt to the changing environment. The challenges across industry had an understandable knock-on effect on our supporters and, ultimately, our charitable donations reduced. We had to make difficult decisions and reduce the size of the team to ensure survival. However, with face-to-face engagement being restricted, the smaller team embraced the opportunity to diversify the offering and continued with online training and support to help organisations navigate their way through the pandemic.

There is still so much more to do. The pandemic has had a huge impact on our mental health and wellbeing and tragically the suicide rate in construction remains the highest of all sectors in the UK.

The recent research undertaken by the Institute of Employment Studies, commissioned by Mates in Mind and funded by B&CE Charitable Trust, confirmed our beliefs that access to mental health support for SMEs, micros and sole traders is limited with worrying outcomes.

As a result our strategy has evolved to reflect the future needs of the construction industry, particularly for those in greater need, and we will be increasing our charitable giving through the course of 2022 and beyond.

Despite all the challenges we have faced, we emerge stronger and are committed to continue to address the stigma associated with poor mental health and support organisations to create positive environments to allow their teams to thrive.

Since our last report, we have strengthened our Board of Trustees with the addition of Nicola Hodgkinson and Paul Cottam in March 2020 and Arun Muttreja in May 2021 and welcomed our new Managing Director, Sarah Meek, in June 2021, each bringing a wealth of industry and charity experience to support our future ambitions.



**Steve Hails**  
Chair of the Board of Trustees

I am delighted to have joined Mates in Mind as the new Managing Director in June 2021. To have learnt about and witnessed the level of support provided to the industry during the pandemic is remarkable, especially given the impact the global situation had on individuals.

The team adjusted quickly to working in a remote way if not furloughed, whilst continuing to provide a seamless level of support to the organisations committed to making a difference in creating a proactive culture around the mental health of their teams in construction. The personal dedication to achieving the charitable objectives continues to shine through with this commitment passing through to our new and existing supporters and I would like to take the opportunity to thank the Board of Trustees for their ongoing support in this area of our work.

As we reach the 5-year mark since Mates in Mind began, supported by HCLG and British Safety Council, we look at what has been achieved to date with our supporters and business champions having made significant improvements to their workplaces. We are very proud of the journeys that we have seen, the stories that we have been told and the impact it has had on employee engagement and general awareness of the importance of speaking to one another. But, as we focus now on the year ahead, we have some exciting plans and new areas of service development to introduce, with a commitment to building on the B&CE funded research into the mental health needs of the SME and sole trader part of the industry.

These research findings revealed that 1/3 of people working in this area are now experiencing severe anxiety, with a growing reliance on alcohol and non-prescription drugs. With a recognised reluctance to seek help outside of friends and family, it is crucial that Mates in Mind adapts our model in the year ahead to urgently find ways to engage and support.

A continued focus for Mates in Mind is around supporting the apprentices entering the industry. These are the line managers; business owners and sole traders of the future and it is vital that they are aware of ways to look after their own mental health and watch out for those they work alongside, to retain their skills but more importantly to create a wave of change throughout the industry.

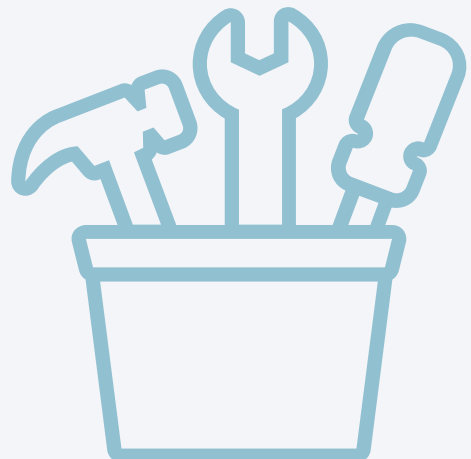
As a further step towards this, we will also involve the host organisations in construction that are working with the colleges to make this a successful and supported transition into their new career path.

Finally, as we look to related industries across the supply chain, we are delighted to be working closely with the transport and logistics sector and have started to revisit conversations and relationships that started before the pandemic hit to identify how Mates in Mind can provide support and raise awareness in working with businesses across these sectors.

This ongoing support, innovation and service development to continue proactively preventing the impact of poor mental health and stress, whilst challenging the stigma as a whole system model, is only made possible through the generous funding of our supporters and donations of those taking part in events to raise funds for the charity – with the emphasis on identifying new income streams continuing through 2022. Work-related stress continues to have an impact and we are here to help employers meet their legal responsibility for not only the assessment of these stresses but more importantly act on the findings. We look forward to starting a conversation with you.



**Sarah Meek**  
Managing Director





# Our Trustees

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## Steve Hails (Chair)

Steve is a Director of Business Services & HSW for Tideway and has more than 20 years' experience in the development and implementation of effective strategies, policies and systems in engineering and construction environments. He is the Chair of the Infrastructure Client Group (H&S) and a founding member of the Health in Construction Leadership Group.



## Heather Bryant

Heather is Balfour Beatty's Health, Safety, Environment and Sustainability Director. She is responsible for a team of over 300 safety professionals, helping the company drive towards Zero Harm – zero accidents, incidents or ill-health caused by their work activities. In addition to this Heather also champions the delivery of the Blueprint environment, sustainability and social value.



## Paul Cottam

Paul is a director of VINCI Facilities and an experienced Trustee having previously spent 9 years on the board of the British Safety Council, he has also held several board directorships in the built environment arena over the past 20 years. We value his business expertise as well as his passion that, not just safety, but wellbeing is a key success indicator in the construction sector.



## Nicola Hodkinson

Nicola joined the board of Trustees in 2020 and her previous work improving mental health within the construction sector made her an ideal addition to our trustee board. As a custodian of the Seddon family business, Nicola is committed to assuring longevity and a sustainable future for the organisation.



## Kevin Myers

Kevin joined the Health and Safety Executive (HSE) as a Factory Inspector in 1976. He has held a wide range of operational, policy and strategy posts in HSE. From HSE's Chief Inspector of Construction, to Director of HSE's Hazardous Installation Directorate, he was appointed HSE's Deputy Chief Executive in 2008, before retiring in 2016.



## Mike Robinson

Mike was appointed as Chief Executive of the British Safety Council with effect from 1 September 2015. Prior to this Mike was a co-founder of Global Navigation Solutions, the world's leading provider of paper and digital navigation products and services to commercial shipping. Before moving into the maritime services sector Mike had a successful 15 years career in Financial Services.



## Arun Muttreja

Arun Muttreja joined the Mates in Mind Board in May 2021 and has worked in the humanitarian and development sector in Asia/Pacific, Africa, Caribbean and Europe for nearly 40 years with national and international organisations, while being based in India and the UK. He has extensive experience in senior leadership roles with Save the Children UK on humanitarian response, programme development and management and change management/organisational transformation.



# The mental health impact of COVID: The Challenge



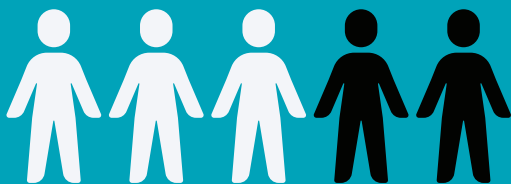
**Over 25%**

experienced feelings of loneliness and hopelessness



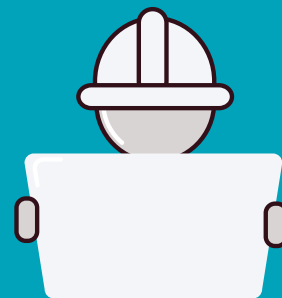
**12%**

experienced suicidal thoughts



**65%**

feeling anxious or worried as a result of the COVID-19 Pandemic



**34%**

of UK adults surveyed and in full-time work were concerned about losing their jobs



**26.1%**

of respondents reported self-harm thoughts during lockdown.



**28.5%**

had clinically significant depressive symptoms

*Data from Gov.UK & MentalHealth.org.uk*

# Our Mission

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We are a leading, registered UK charity which enables organisations, of any size, to improve their workforces' mental wellbeing. We do this by providing the skills, clarity and confidence to employers on how to raise awareness, improve understanding and address the stigma of mental ill-health.

We focus on creating cultures of support in workplaces to create honest, open dialogues between members of staff. Additionally, we work to advance the education and understanding of employers, other organisations and the general public around mental health. Working alongside our partners, business champions, sector leaders and growing community of Supporters, we are delivering effective change across UK workplaces to create cultures of prevention so employees feel supported at the point of need.

We are supporting organisations to help individuals across their workforces, including the hardest to reach groups. Our work enables organisations to proactively take action, using a bespoke programme and a holistic approach, to positively transform their workplace.

Our programme of support is based upon a joined-up and holistic approach to mental health. It enables organisations to improve their awareness and understanding of the topic through a range of training courses, communications materials and tools, as well as the dedicated support and guidance which employers need to embed long-lasting change.

We are enabling workforces to understand how, when and where they can get support, in addition to addressing the stigma which often creates a barrier to sharing personal challenges.

## Let's talk

summarises how Mates in Mind supports you and your organisation

### Mates in Mind works with you to





# Our Research

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Over the past two years, the construction industry continued to suffer - with 62% of construction workers reporting that their mental health has deteriorated as a result of the COVID-19 pandemic (UK Construction Online).

In December 2021, we released the preliminary results of our major new survey which focused on small and micro businesses plus sole traders. The study, funded by a research grant from B&CE Charitable Trust and working with the Institute of Employment Studies, investigated the extent of mental health problems in this important supply chain workforce. The study revealed high levels of mental distress and a reluctance to seek professional help among UK construction workers is leading to increased alcohol consumption, non-prescription drug use and even self-harm.

**44% worry that their workload is too high**

**1/3 construction workers suffer with severe levels of anxiety every day**

**40% would 'not dare' talk to a colleague about mental health**

**Over two thirds of construction workers believe there's a stigma surrounding mental health which stops them from talking about it.**

**More than 1 in 3 now consuming more alcohol, 17% taking non-prescription drugs and 13% considering self-harm**

"We have been concerned to find that so many construction workers are finding it hard to disclose their mental health problems and that these are also causing them to lose sleep, develop severe joint pain and exhibit greater irritability with colleagues and even family members. We are hoping that our upcoming interviews with some of our participants will shed more light on the types of support which they feel comfortable and confident to use."



**Stephen Bevan**

Head of HR Research  
Development at the Institute for  
Employment Studies

"This research from Mates in Mind is incredibly important to the construction industry as it shines a bright light on a very real problem that is often overlooked. The information gathered will hopefully prove to be an important first step in ensuring that all construction workers have access to help when it comes to mental health and stress related issues".



**Nicola Sinclair**

Head of B&CE  
Charitable Trust

"I must congratulate IES and Mates in Mind on getting together to find the resources to do this truly important piece of work. For those of us who've been interested in the construction industry and the health of the people within it, it is disappointing to see so much anxiety within its workers. This is a particular hard to reach group of people and this research shows that there is more work to be done and now we must start to think differently about the practices to put forward".

**Dame Carol Black DBE**



# Working in partnership with the industry

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Our partnerships with key groups and organisations from various sectors across the industry has enabled Mates in Mind to push the reach of our mission further, offering our services and support to organisations across the country.

Our partner organisations have helped us to continue shaping the conversation around mental health. They have given us the opportunity to address the challenge of mental ill health with diverse audiences, raising awareness about the issue and our joined-up approach to tackling it, as well as amplifying our voice as we seek to change workplaces across the UK.

Additionally, we are pleased to be working alongside a range of committed associations from across the construction industry and beyond. The support of these associations has been vital in reaching out to a wide spectrum of individuals, supporting us to start conversations with those coming from the hard to reach groups.

In addition to the brilliant individuals and groups who raise funds and awareness for us, the generous corporate donations of our industry partners have made our mission to break the silence and stigma around mental health possible.



# Our Approach

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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.

We know that 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. So we work and communicate with employers to help create a positive mental health environment.



A key part of our approach is to educate and inform the workforce with tailored training for employees, managers and mental health 'champions'.

This tailored approach to training ensures that all employees understand their roles and responsibilities when it comes to mental wellbeing at work. The awareness and education part of our programme is paramount to our mission as we seek to create cultures of support and prevention.

# Our new ways of working

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Taking proactive steps to address mental health issues was never more important when the whole world was battling Covid-19. Our efforts ensured that vital support went to those who were finding it difficult to effectively manage their mental health. We helped Individuals take control of their mental well-being, better manage their anxiety and avoid spiralling into depression or worse.

By providing the opportunity to learn, share and talk about their experiences during Covid, we were able to reach out to those who don't normally have access to workplace support, such as SMEs and the self-employed.

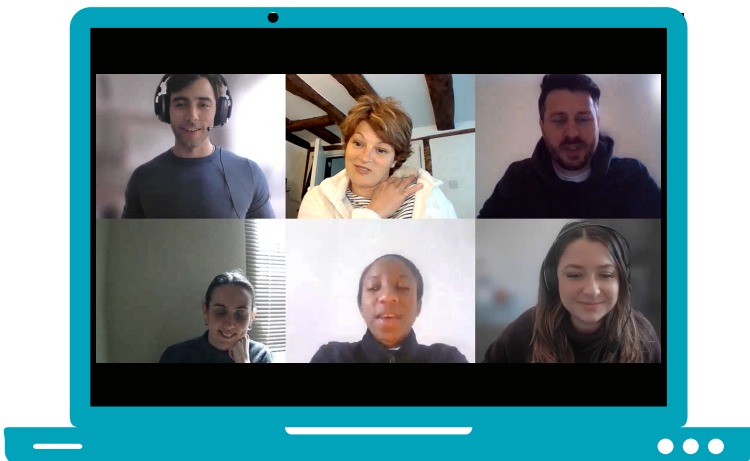
We launched the community hub to manage mental wellbeing during Covid uncertainty. As many organisations took precautions to tackle Covid-19, Mates in Mind supported workforces with their mental wellbeing, especially those who were working remotely during the period.

Mates in Mind developed factsheets for organisations and individuals in order to help them protect their mental health and wellbeing as they tackled uncertain times as well as producing the Employer's Supporting Remote Working Checklist and Homeworking Mental Health tips for employees who were adjusting to a new working style.

Mates in Mind also worked with its partners at the British Safety Council to deliver free "Start the Conversation" courses during the period of tackling the Covid virus, a 45-minute awareness session about mental health in the workforce. This session provided practical skills to spot some of the signs of mental health issues in ourselves and in our co-workers, giving people the confidence to step in, reassure and support their colleagues and to know who to turn to for appropriate support.

We also rolled out free mental health workshops in an attempt to reach more than 500 vulnerable individuals, offering research-led training and support. The programme, funded by Tideway, included a 12-month support package for 20 small businesses (with fewer than 10 staff) providing access to a dedicated support officer, business assessments, resources and more.

We learnt that, whilst remote working had it's difficulties, especially since face-to-face training allows for intimacy, the need for human contact and support is always of vital importance. Whilst these few years have been a challenge, it has presented the opportunity for organisations to think outside the box in terms of delivering mental health support for their teams during this time.



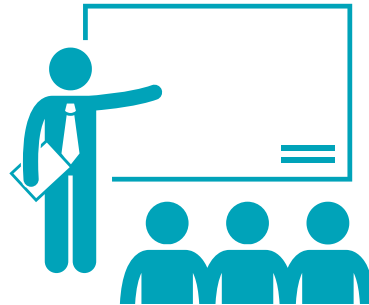


# Our Progress

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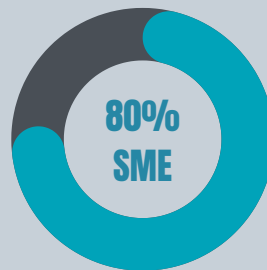
**183 New Supporters  
Recruited**



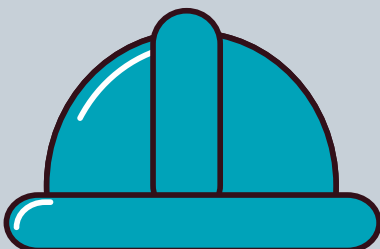
**316 Training  
Sessions  
delivered**



**151,000 New  
Employees  
reached**



**The proportion  
of SME vs large  
organisation  
supporters**



**A total of 10  
Business  
Champions**



**95,000 visits to  
the website**

# Chris' Story

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As part of our commitment to breaking the silence surrounding mental ill-health and suicide within the construction industry, we launched a campaign throughout Stress Awareness Month in 2021, called 'Chris' Story'.

Through Chris' story, we called on organisations within the construction and related sectors, to commit to installing long term change within their businesses to not only ensure a healthier and safer workplace environment for their employees, but also to help change the wider industry culture around workplace stress.

To support the launch of the campaign, we released a short video, created in partnership with the family of Chris, a 30-year veteran of the construction industry and a loving husband, father, son, brother, uncle and friend. In 2019, Chris suffered a mental health crisis brought on by severe stress, which developed at rapid speed and had catastrophic consequences.

By sharing Chris' story, we raised vital awareness of the very real impact that workplace stress can have on our lives and the importance of recognising the signs that someone might be struggling, with the video being viewed 70,000 times.



"Chris's death has left us as a family with extreme heartache and unbelievable grief and we know nothing will bring Chris back; but we hope by sharing his story, we can save other families from this devastation. Chris never experienced any mental health illness previously so we can't emphasise enough if it can happen to him it can happen to anyone".

**Michelle**  
**Chris's wife**

# One Year On

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"Looking back a year ago to when we did the film with Mates In Mind, it was so hard to do as a family, explaining the struggles Chris had with work-related stress. No family should have to go through this.

The response since the release of Chris' Story has been overwhelming. We didn't realise it would reach so many people and construction organisations with such an impact. We have received so many responses and it's clear that stress in the workplace has and still is affecting lots of people.

I remember someone telling me that they have been struggling with their mental health and because of seeing the film they felt able to talk to someone at their workplace. This is exactly why we did the film so that if anyone is feeling anxious and stressed, they can feel more able to speak openly and know that there is help available.

We hope that our involvement with the film and our support of Mates in Mind as a charity working to make a difference, has shown people that mental health is just as important as physical health and that organisations will now consider putting mental health awareness training in place across their teams and projects.

No one should feel the way Chris did. No family should have to go through what we have. Please do know that you can talk and there is someone there that understands your struggles, reach out to a manager or someone you trust if you are struggling, you are not a failure, there is always a solution".

**Michelle Wiles**





# 2020-2021

## April 2020

- MinM started to see impact of pandemic, cancelling several events and furloughing the team.
- With funding from Tideway, we launched coronavirus training free of charge: Managing Stress in teams; Stress Awareness, Start the Conversation and Managing the Conversation courses.
- Launched coronavirus support webinars

## Jan to March 2020

- Attended Parliamentary breakfasts with MPs and construction leaders to discuss Mental Health in Construction
- Launched programme support in Qatar with private client: Milaha working with them on a construction project with a 3 day bespoke assessment and review of their MLT infrastructure.
- Working from home commenced following Government announcement

## April 2020 cont'd

- Launched MinM community hub providing peer support, best practice sharing and personal tips for success
- With the support of our delivery partner BSC, we launched MinM Live on Line to provide bespoke infrastructure and support to organisations including their managers and employees around mental wellbeing workshops
- MinM Covid-19 relief fund launched

## June 2020

- Impact still felt of cancelled speaking events and fundraising
- Launched our VINCI "every step counts" fundraising event

## September 2020

- Income continues to drop due to Covid and grant applications unsuccessful due to significant number of applicants making it more competitive

## November 2020

- Many of our Supporters went into administration as pandemic continued to impact economy.

## Jan 2021

- Worked with Public Health England to roll-out mental health support to contractors on the commonwealth games construction project.
- Double the number of applications seen for our Impact Awards

## March 2021

- Awarded £25k B&CE Occupational Health award for research into MH needs of SME and sole traders working in construction
- Ongoing impact of Covid still being felt within industry and charity with staff restructure

## April 2021

Launch of Chris' story for stress awareness month highlighting the importance of mental health support within the workplace, receiving national coverage.

## June 2021

- Held a Transport & Logistics roundtable with unite to discuss how we could further support this sector of key workers through the pandemic
- Highest donation month since the pandemic began

## July 2021

- Sarah Meek becomes new Managing Director of Mates in Mind
- Civils & Lintels announce us as their Charity of the Year
- We launched our B&CE funded SME and sole trader survey.

## October 2021

- Joined B&CE for their 30th birthday video reflecting the supportive relationship between us
- National Demolition Awards and significant donation

## December 2021

- Achieved ISO 45001/9001
- Partnered with HSE Working Minds in their new campaign and video.
- Launched our survey research findings of SMEs & Sole Traders, receiving our 300 responses.

# Successes in our industry

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## **Maria Wheldon - Senior HR Business Partner** ***Electricity North West***

"We found out about Mates in Mind through researching best fit options to work with a strategic partner and looking online to who could understand our challenges, be a good cultural fit and be committed to the same principles of our strategy. At ENWL we have a workforce demographic of 75% - 25% male population and were very aware that research had implied that men tend to not talk as much about their feelings due to the stigma associated with mental health. In addition to this we have 50% of our workforce who are field based and logistically difficult to reach. Mates in Mind are experts in working in construction and this has meant historically more male dominated business' and therefore understood our challenges and how best to approach them, with a great reputation.

The impact the help has had on our colleagues and working culture has been really positive. Normalising conversations about mental health is becoming much more frequent as this is constantly on the agenda. Through our communications strategy, we share a wealth of regular awareness tools, hints & tips and supporting documents and webinars for all colleagues. We have Executive and Senior Leadership commitment, through regular steering group meeting and working parties. Mates in Mind produced an initial assessment with recommendations which formed the basis of our 2 year project plan. This allowed a completely independent view of where we were and how we shaped the direction for 2 years and understand what we needed to focus on. Over 300 leaders, 50 champions and our Trade Unions' representatives attended MTC training before the end of March 2021, with the remaining 1700 colleagues completing the STC training by end of March 22".

## **Magdalena Widawska - Health and Wellbeing Advisor** ***Dornan Group***

"Mates in Mind was introduced to me at the British Safety Council Gala in May 2019. Then I did some research on the organisation. My other colleague, who organised a football tournament in September 2019 in memory of a colleague who died by suicide in June 2019, searched for Mates in Mind and chose it as the charity to which we donated £5K as a result of the fundraising. After this event Dornan became a Mates in Mind supporter. In 2021, Dornan organised another football tournament and supported Mates in Mind by donating £5k.

The 'Start the Conversation' presentation was very informative and to the point. We have delivered this presentation to our business units in the United Kingdom and Europe. It was distributed to over 300 direct employees and subcontractors

The presentations supported us in starting the conversation and breaking the barrier. In consequence, more people opened up about their struggle and became aware of the possibilities for reaching out for help. Mates in Mind has a lot of support to offer and this type of charity is especially needed in the construction industry. Being a supporter of Mates in Mind helped Dornan to show our commitment to breaking the stigma associated with mental ill-health in the construction industry".



## **Matthew Buntine - Director**

### ***Artelia UK***

"Around 5 years ago I was flying home after being abroad with work and I read an article about the alarmingly high rates of suicide in the construction industry. I shared the article across the Artelia UK leadership team, clients and our contractors. We all agreed that something needed to be done and that we were in a position where we could make a difference. With a bit of research we came across the then newly formed Mates in Mind and it complemented what we wanted to achieve.

Broadly, Mates in Mind has helped us raise mental wellbeing to the top of the safety agenda and equipped all of us to start the conversation. We and the majority of our supply chain contractors now have mental health first aiders, mental health policies and hold regular well-being awareness days.

I hope that everyone in our organisation knows they can talk freely about their mental health and ask for help without fear of stigma and that it has made us all more aware to look out for our colleagues.

Mates In Mind have been a tremendous support to us in raising the profile of mental health in construction and our business. Personally I am always proud to see Mental Health first aiders on site induction boards. Several years ago this would never have been the case. As an industry we are a long way behind other sectors but together we are making change happen and making our sites and workplaces safer.

Mates In Mind is a unique charitable cause which is addressing a critical issue in the construction community. They give you access to a wide range of tools, people and training that will equip you to address mental health in your organisation".

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## **Michael Smyth - HR Director**

### ***Graham Construction***

"We partnered with Mates in Mind as an industry focused, reputationally sound, expert organisation who could help us identify the strengths and areas for improvement of our approach to employee mental wellbeing. Mates in Mind quickly understood our objectives and the consultation process was targeted, easy to complete and we received a comprehensive report with an action planning workshop. We now have a clear pathway to take our strategy to the next level which will ultimately benefit our employees".

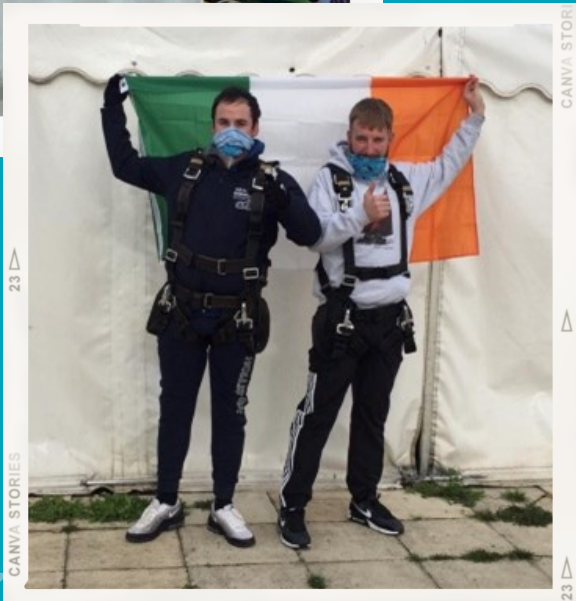
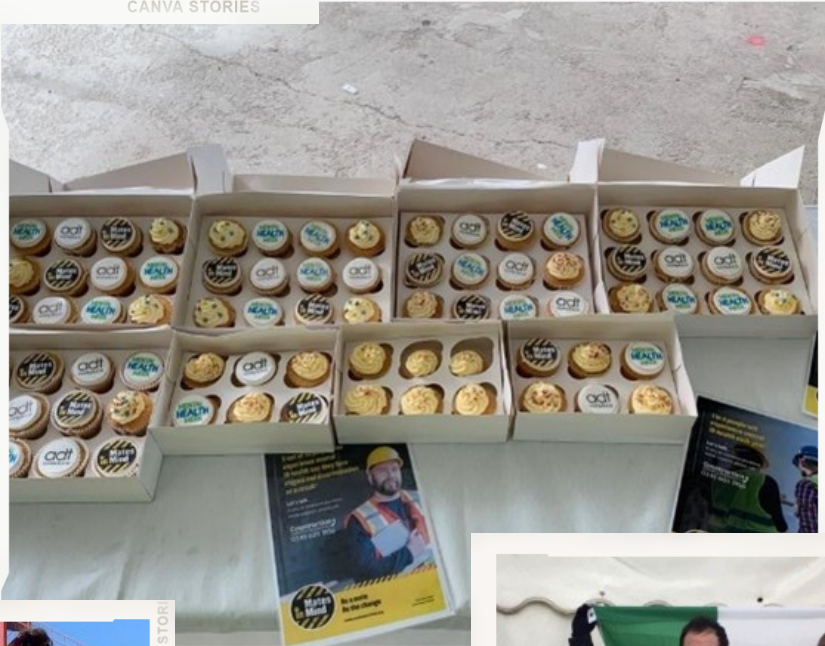
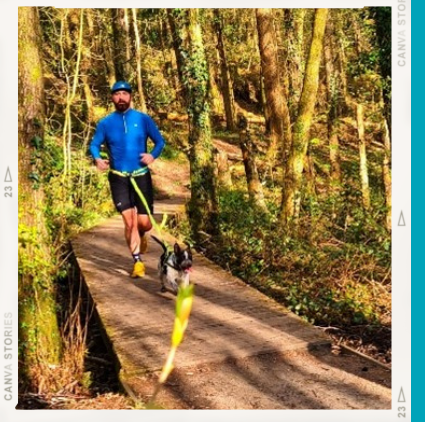
## **Marian Garfield - Director of Sustainability**

### ***Hanson UK***

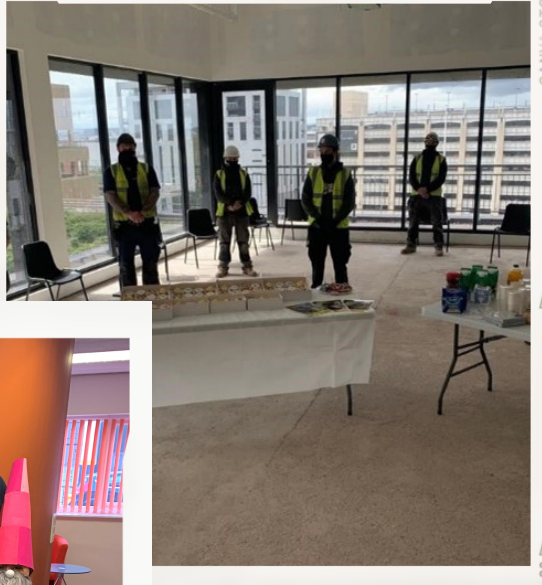
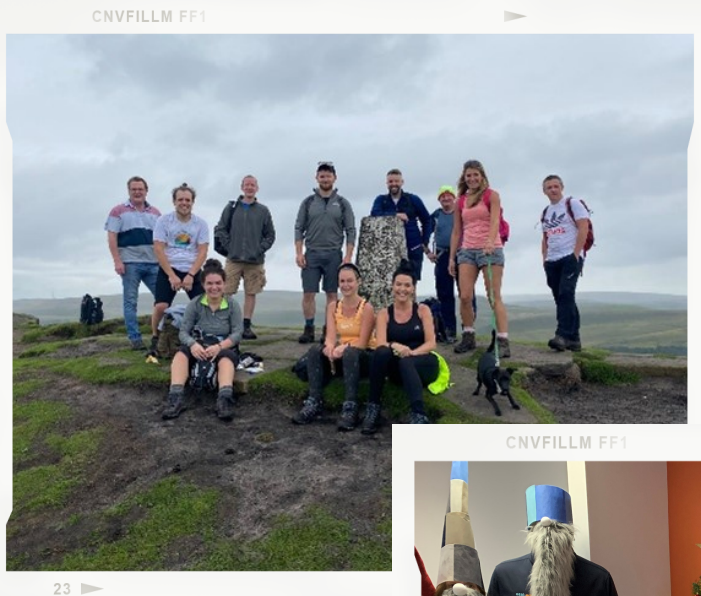
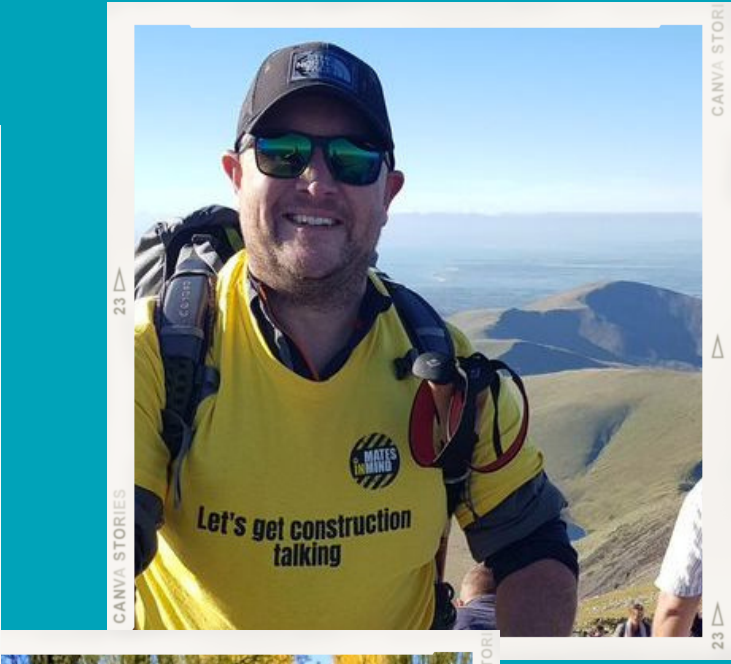
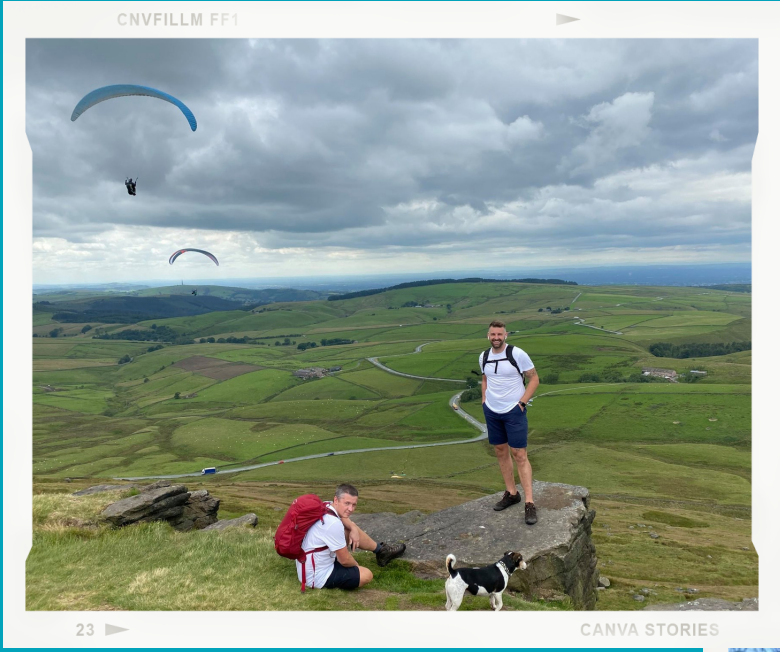
"The Mates in Mind assessment helps us map out our approach to addressing mental health within Hanson. The charity works closely with us to understand our business so that their advice, recommendations and design are based on as informed a picture as possible".

# Our Fundraising Community

Our fundraising community are crucial to the work we do here at Mates in Mind. From the football tournaments, to bake sales to the mountain climbing, fundraisers big or small - all the organisations and individuals who take time out of their lives in order to raise vital funds to enable us to continue improving mental health across UK workplaces, we thank you.







# Looking to the future

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As we navigate out of the pandemic, we're looking forward to continuing our mission to work with businesses of all sizes to support their workplaces and strategic programmes focused around mental health and wellbeing. Working together we will co-create the important culture of prevention - where individuals feel safe and supported at work.

Over the next year, we are looking forward to introducing some exciting new projects. As we launch our holistic work-related stress programme of assessment and support to help employers identify and then mitigate key areas of stress for their employees. Our new Site Ambassador Model will help construction workers across the UK feel they have awareness raised about mental health of themselves and others at project site level and know what to do and where to go if they spot the early signs in colleagues or themselves.

Additionally, we will be continuing to work with colleges offering construction courses to roll out our Mates in Mind, industry sponsored, research-based and fully evaluated programme supporting apprentices and preparing them for entry into the industry where they can enjoy a long and fulfilling career as the business owners and line managers of the future.

Equipping new entrants into construction with the mental health awareness and skills to look after both themselves and others is where our wave of industry culture change begins. We are also committed to working with the apprentice host employers to ensure they know how to support the apprentices not just from the required health & safety perspective but also from a mental health angle.

Furthermore, following on from the research findings of work with SMEs and sole traders, we will continue to support this key area of the industry with the use of charitable bursary funds, seeking out this traditionally hard to reach area of the sector to see how we can further assist them in mental health support including through supply chains and their involvement in site projects. This will involve an innovative new approach never seen in the industry before.

However, to undertake and introduce this ambitious but necessary programme of work will require the ongoing commitment and funding support from a diverse range of income streams working with the charity to ensure changes can take place across the industry. We welcome funding support through individual donations, fundraising events, corporate giving, payroll giving, trust and foundation donations and philanthropic support – all of which is used to broaden our charitable reach and increase our impact.



# Sources

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